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ABSTRACT

This document is comprised of the four 1996 and 1997 issues of a newsletter for members of the North American Montessori Teachers Association (NAMTA) providing practical guidance on putting Montessori theory into classroom practice. The March 1996 issue features an article on offering variety in the Montessori classroom to stimulate student interest. The May 1996 issue focuses on the need for administrator-teacher community and includes a Montessori salary survey. The March 1997 issue contains the results of the 1996-97 NAMTA Salary Survey. The May 1997 issue requests administrative documents from Montessori schools for possible inclusion in the 1997-98 Montessori Operations Handbook. Regular features include a job bulletin and information on available training courses. (KB)

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Montessori Theory into Practice: A Practical Newsletter for NAMATA Members, 1996-1997.

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March 1996

MONTESSORI THEORY INTO PRACTICE

north american montessori teachers' association

A Practical Newsletter for NAMTA Members

Job Bulletin ..... page 5

PS 028694

Stimulating Interest through Rotation

by Polli Soholt

At first glance, the Montessori classroom looks like a highly ordered, static environment. When some parents first visit the classroom, they voice concern about the classroom materials remaining the same for the entire three years their child will be in the class. This *would* be an issue if there were no changes that took place during that three-year period. In fact, many changes occur, some that are visually apparent as the materials change on the shelves, and some that are apparent by observing the children using the materials. The changes in the materials and the use of the materials reflect the development of the individual children as well as the class as a whole. It takes time and energy for the teacher to implement these changes, and good teachers make sure their classes are dynamic places that reflect the work and interests of the children.

The first way to offer variety to the children is through variations and extensions. Many examples of these lessons are offered in training, and they prepare the children indirectly and directly for the work that lies ahead. The trick is that the teacher has to be aware of the needs of the individual children, and give the lessons for variations and extensions accordingly. Variations come in very handy when the child is tired of the initial exercise, but is not ready to move to the next level. Extensions help prepare the children for work further ahead, and both kinds of exercises allow the children to experience the agility of the materials, developing mental agility in the process. Some teachers like to set aside two or three days at a time and give *only* extensions and variations. They are always amazed at the difference in the classroom atmosphere when these lessons are added to the children's repertoire. Other teachers simply make a point to give one extension or variation lesson every day. However these lessons are worked into the schedule, they are mandatory if we want to use the materials to their fullest potential.

Another way to keep the classroom dynamic is to rotate *parts* of exercises to re-kindle interest in their use. For example, the shoelace in the lacing frame can be replaced with a decorated one. The chalk can be changed from white to colored, or visa versa. The colored water in the water pouring can be changed to another color. These changes are small, perhaps minute, but they create interest in the materials, and perhaps as important, they encourage the children to be observant. Once these kinds of small surprises begin appearing in the classroom, the children will come in looking for them. Some children will become so observant, they will spot and comment on them the first five minutes they are in the classroom. Other children will notice them as they walk around the classroom looking for an activity, and the rest of the children will notice them as they take out the exercise. Following is a list of some small changes that can be made in the classroom to create interest:

Practical Life

Change a few buttons in the button sewing.

There are many interesting buttons available today. They come in the shape of dinosaurs, light bulbs, cars, flowers, leaves, and geometric shapes. It is best to have a mixture of mannish (sew-through) and shank buttons from which the children can choose. Since these specialty buttons are relatively expensive, they can be acquired over a period of a few years. Naturally, the exercise needs to be set up so that the buttons remain at school once the exercise is completed by the child.

Change the bar of soap in the hand-washing.

The children love the animal, shell, and flower shaped ones available in bath stores.

continued on the following page

MONTESSORI THEORY INTO PRACTICE

. . . Stimulating Interest *continued*

Change a few items in the opening and closing.

These do not need to be all jars or bottles. Add a pill box, a little purse with a zipper, a box that slides open, etc.

Replace the beans in the dry pouring with seeds, pebbles, or shells.

Change the decorations in the snack work.

If the children set their table for individual snack, they love a little decoration to look at while eating. This could be a shell, a rock, a ceramic figurine, or a seasonal decoration.

Change the soapdish at the sink to a large shell.

Change the yarn in the weaving to a different color or one that has metallic threads running through it.

Sensorial

Rotate the items in the mystery bag.

Change the items in the sorting exercise.

The most interest is created if you use natural items in this rotation. The children are curious about various kinds of seeds, rocks, and shells. If you begin the year with items indigenous to your area, they will learn about local natural items. As the year progresses, use items from distant places to create new interest.

Change three or four cards in the matching cards.

One of the best sources of pictures for Sensorial matching cards is postcards. They are inexpensive and easy to collect on many different subjects.

Mathematics

Rotate the ribbons or elastic bands that are used with the spindle box.

Change the objects in the cards and counters game to shells, rocks, or pennies.

It is very important not to confuse the issue by adding toy-like items to this exercise. If there are little cars, for example, it will be impossible for the children to keep their focus on the work.

Change the little slips of paper and items to be counted in the memory game.

If booklets are used, change the kind or color of paper or the covers for the books.

If any pencils are kept in this area, rotate them with decorated pencils.

Language

Rotate two or three cards in the vocabulary card sets.

Change the items for the conversation lesson.

Replace the pencils in all the writing exercises with decorated pencils.

Rotate a few of the items in the lessons containing objects.

These small changes will keep the classroom alive for the children and make it even more interesting to them. Teachers have to put time and energy into making collections of things that can be used for rotation. For example, one trip to a bath shop can supply a classroom with enough little soaps for the whole year. Collecting seeds, rocks, and shells whenever the opportunity presents itself will keep the teacher from having to buy all these items. In addition, the children and parents will begin saving and collecting things for these rotations as soon as they realize that you are making these changes. Many of these items

continued on the following page

Once these kinds of small surprises begin appearing in the classroom, the children will come in looking for them. Some children will become so observant, they will spot and comment on them the first five minutes they are in the classroom. Other children will notice them as they walk around the classroom looking for an activity, and the rest of the children will notice them as they take out the exercise.

MONTESSORI THEORY INTO PRACTICE

. . . Stimulating Interest *continued*

The timing and manner with which these changes are made is as important as the changes themselves. It is not in the best interest of the class for all the changes to be made at once. If that happens, too many things will be different, upsetting the sense of order of the class.

are not consumable, and once the collection gets started, it can be used in rotation year after year.

The timing and manner with which these changes are made is as important as the changes themselves. It is not in the best interest of the class for all the changes to be made at once. If that happens, too many things will be different, upsetting the sense of order of the class. It is best if these changes take six to eight weeks.

To begin, organize the collected items to be used in rotation in a series of small boxes (shoe boxes or soda flats work well). The things to be rotated can be placed together in a box that is for a particular area of the classroom. Beginning at one end of the area of the classroom, move along the shelf and rotate the items in that area. Each week, an afternoon can be set aside after the children leave to work on this. If the classroom is broken into roughly six to eight areas, one area can be done each week. These areas do not necessarily correspond to the Practical Life, Sensorial, Language, and Mathematics areas, but instead to the *location* of the items being rotated. If all the things to be changed are placed in a box that corresponds to the six to eight divisions made in the classroom, then time and energy will be saved in doing the rotation.

It is as important not to change all the items in an exercise as it is to not change everything in the classroom at once. For example, if the buttons in the button sewing are being rotated, take out three or four and replace them with new ones. When rotating matching cards and language cards, change two or three (singles or pairs), and leave the others for another time. That way, the children will still be able to find their favorite set of vocabulary cards (transportation for example), but may find a few new vehicles added to some familiar ones. At some time in the year, the teacher will sense the need for totally new sets of cards, and may remove the transportation cards and replace them with fruit or toy cards. Our goal is to spice up what is there while leaving the familiar things available to the children as long as there is a need for them in the class.

The classroom can also change as the year progresses in yet another way. There are some exercises that are for children new to the class, and once their purpose is served, they need to be removed, and perhaps some more challenging work can be added. To leave these items out in the classroom all year invites the children to waste their time with work that is not challenging or stimulating. An example of this kind of activity is the early pouring lessons given to new children. Other exercises are sometimes changed as dictated by the sequence of the materials presented to the children. An example of this is the mystery bag, which remains on the shelf, but the contents and the way in which it is used change as the class develops.

Although the above described changes may seem small, they bring the classroom to life and allow it to reflect the interests and development that an individual class makes in a year's time.

Polli Soholt holds the AMI Primary (3-6) Diploma as well as a BA in social science. She has 15 years of Montessori teaching experience and 21 years of Montessori administrative experience. She currently teaches at San Jose Montessori School and is editor of Point of Interest, *a newsletter on the art and practice of Montessori education.*

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JOB BULLETIN

north american montessori teachers' association

March 1996

ARIZONA

AMI Elementary and Primary teaching positions available. Please send resume and credentials to: Montessori International School, Inc., 1230 North Gilbert Road, Mesa, AZ 85203.

CALIFORNIA

AMI Toddler, Primary and Elementary Positions. Well established and expanding school in Southern California is seeking additional staff at all levels.

Beautiful facility, designed for Montessori. Ages 18 months through 6th grade. Montessori Trained Director. Enthusiastic, committed staff and supportive parent association. Recognized by the Association Montessori Internationale.

We are looking for teachers with AMI training and a passion for learning. We offer a unique community of opportunities and experiences. Excellent salary, commensurate with experience and qualifications. Send letter of intent and resume to: Gail Burch, Director, Manhattan Academy, 1740 Manhattan Beach Boulevard, Manhattan Beach, California 90266, 310/379-2919.

Marin Montessori School is seeking an experienced AMI-trained Lower Elementary Directress/Director for its expanding Elementary Program. This may initially be a co-teaching position as we are growing rapidly and do not currently have the facilities for two separate lower elementary classrooms. The planning for this is in process. Established in 1963, MMS now has 200 students from age 2 through 12. Our beautiful campus is located directly on the San Francisco Bay, just north of the Golden Gate Bridge. The Lower Elementary program is housed in two interconnected geocesic domes overlooking the water. We are looking for someone who is committed to closely following the principles of Dr. Montessori. If you are interested in joining a team of professionals and being actively involved in the functioning of the school, then this may be the community for you. Must be confident in communicating with strong supportive parent body and Board of Directors. Excellent salary and benefits. Send hand-written letter and resume to Jules Layman, P.O. Box 736, Corte Madera, CA 94976, 415/924-5388.

Montessori Casa dei Bambini 281 Santa Clara Ave Oakland CA 94610. Contact Administrator Helen Sears 510/836-4313 fax 510/836-7445. 1 teacher Primary 3-6. Fulltime starting summer/fall 1996. Exp staff of 14 with children 18mo-12yrs. CDB is a non-prft, ind sch loc in a church & converted house in a resident area 15 min.-Berkeley and 25 min-SF. Large outdoor playgrds and garden areas. Est. in 1978 w/90 families & to grow to 110 in next 2 yrs. Staff are AMS, AMI, Admin has AMI & AMS teaching cert. Seeking teacher w/independent initiative but is open to co-teaching & combining classes for a strong school community. Benefits: 10s/p, med allow pd vac & hol, some dental, inserv days, 12 mo. $25,000-$30,000.

A.M.I. or A.M.S. teacher is needed for new 12-15 class. Our school in Northern California is well-established (since 1973), with two 3-6 classes, and one each of 6-9 and 9-12, all directed by qualified Montessorians. We are an A.M.S. affiliate. We are looking for someone who has directed a Montessori adolescent class successfully. Salary for 10-month year ranges from 22 to 25K. School is on a lovely hillside in Santa Rosa, 50 miles north of San Francisco. Phone 707/539-7980.

Montessori Learning Center is accepting applications for primary and elementary guides. Our school has provided an excellent Montessori program in the Salinas Valley area for over twenty years. Opportunities for summer employment are also available. Located in the heart of Steinbeck Country, the school is a short distance from the beautiful Monterey Peninsula and the quaint town of Carmel. Please send resumes to P.O. Box 2051, Salinas, CA 93902 or call 408/455-1546. Fax # 408/455-9628.

ST. HELENA MONTESSORI SCHOOL, serving ages 3-12, seeking AMI Primary Directress for September 1996 and beyond. We are a small, Catholic, Montessori School located in the beautiful Napa Valley wine country near San Francisco, Berkeley, mountains and seashore. Founded in 1981, we are well-established with stable enrollment and extremely supportive parent body, AMI-trained administration and staff, competitive salary and benefits. Please send resume and references to 1328 Spring St., St. Helena, CA 94574; 707/963-1527

San Anselmo Montessori School, located in beautiful Marin County, 20 minutes north of San Francisco, is looking for an experienced 3-6 directress. The school is a well established non-profit organization, 25 years old. In addition to our lovely classroom and playground we also have an extensive children's garden and greenhouse. AMI or AMS credential OK. Call or fax resume, 415/457-3428.

AMI Teaching Position Available, Primary Level. The *Santa Barbara Montessori School* is celebrating its 21st year of operation in this California coastal community 100 miles north of Los Angeles. Two primary classes occupy a facility originally designed as a pre-school. The side-by-side 1100 square foot classrooms open to patio areas and an adjacent outdoor environment. The facility was freshly re-modeled and refurbished in September, 1995, with more than $10,000 of capital improvements. Additionally, more than $8,000 of Nienhuis, Lord Co., and Montessori Services materials have also been added to the primary level environments.

AMI teachers direct the school and all of its classroom environments—the staff is dedicated to providing quality experiences for the children enrolled in the school's programs.

Current enrollment amounts to one primary class of 25 children, one primary class of 21 children, one 6-9 class of 30 children, and one 9-12 class of 22 children. Employment begins June, 1996, or September, 1996, with full medical and dental benefits, salary DOE (and training). Serious inquiries should be directed to: **Jim** or **Frances Fitzpatrick** at 805/966-7701 or 805/683-5676 or nosewriter@aol.com.

Sparrow Creek Montessori School is looking for a Montessori assistant or directress for our 2½-6 year old program. Please send resume to Bonnie Bittel, Sparrow Creek School, 304 Caledonia Street, Sausalito, CA 94965 or call 415/332-9595.

TURNINGPOINT School has an opening for a Montessori head teacher in its Primary Division beginning September, 1996. This head teacher would be responsible for a multi-aged classroom of 24 students ranging in age from 2 years, 10 months to 5 years, 6 months. Position could begin this June during sum-

mer camp if interested.

Bachelors Degree and Montessori certificate required. Experience preferred. Full benefit package and salary commensurate with experience.

Applicants should fax or send resume to: TURNINGPOINT School, c/o John Brumme, Assistant Head of School, P.O. Box 49325, Bel Air, CA 90049. Fax: 310/476-0916 or call 310/476-8585.

COLORADO

Scenic Boulder Colorado's Public Montessori School is accepting applications thru March 31st from qualified experienced AMI or AMS trained candidates for positions as Montessori teachers at all levels: Primary (Pre-K & K), Lower Elem. (1st-3rd), Upper Elem. (4th-6th). Must hold or be eligible to work toward Col. teacher licensing (certification). Apply BVSD, 6500 Arapahoe, PO Box 9011, Bldr. CO 80301, 303/447-1010. Affirmative/Equal Opport. employer.

Enthusiastic, experienced teacher wanted for established primary class. We are also seeking a 6-9 teacher to teach or co-teach. The Montessori Children's House of Evergreen serves 250 students ages 2½-13 in a beautiful mountain community just west of Denver. Contact Betsy Hoke 303/674-0093, P.O. Box 2468, Evergreen, CO 80439.

The MONTESSORI SCHOOL OF LAKEWOOD has an opening for an upper elementary teacher beginning summer or fall of 1996. For more information please call 303/232-7030 or send a resume to 5925 W. 1st Ave., Lakewood, CO 80226.

Mountain Shadows Montessori School in Boulder is seeking an AMI trained Primary teacher for one of its classrooms for the 1996-1997 school year. Established in 1976, Mountain Shadows has 165 children, three primary classrooms, two lower elementary classrooms and one upper elementary classroom. We have recently completed construction of a beautiful, new addition to our facility.

We are integrating our current Child Care program into the Montessori program. Therefore we are also accepting applications for an AMI or AMS trained Director/ress for our child care program and summer camp. The planning for this 12 month position is in progress. If you are interested in either one of these positions, send a cover letter and resume to Myriam Johnson, Administrator, Mountain Shadows Montessori School, 4154 N. 63rd, Boulder, CO 80301.

CONNECTICUT

Scenic Litchfield County. Established 24 yr old mid-sized Montessori school seeking interim/head administrator beginning 96-97 school year. Currently run by AMI administrator. BA/BS degree and AMI/AMS certification and elementary training, administrative and financial experience and dynamic interpersonal skills. Experienced AMI/AMS staff, 3 children's house (3-6), 2 lower elementary (6-9), 1 upper elementary (9-12). Salary and benefits commensurate with experience. Send resume to: Thomasina Levy, Search Committee, 60 Goodhouse Road, Litchfield, CT 06759.

The Montessori Children's House, 41 Center Street, St. Rose Place, Meriden, Connecticut 06450.

Primary Montessori school located in the inner city of Meriden. Culturally diverse school community serving children ages 3-6 of interdenominations. Preschool, Kindergarten, First Grade, and Day Care programs are offered. Summer help needed for Fine Art Professionals. Professionals must have teaching experience preferably at elementary level.

We are . . . Connecticut's first Public Montessori School, established in 1990. Our school serves an interracial, multicultural enrollment of urban and suburban pupils. Supported primarily by a combination of state, private and city funds, the school's educational program offers the Montessori curriculum and methodology in the classroom. We also host an extended-day child/care/enrichment program.

We are seeking . . . an A.M.I. certified Upper Elementary teacher, preferably experienced, to start up a 9-12 program over a three year period starting in September '96. This as a continuation to the present 6-9 level. Candidate must hold or be eligible to work toward State certification. Also accepting resumés for A.M.I. certified 3-6 Primary and 6-9 Lower Elementary teachers. Salaries will vary according to union contract.

Interested applicants . . . are encouraged to submit a current resumé or curriculum vitae, three personal references and a statement of educational philosophy by April 15, 1996 to: Dr. Ricardo J. Menendez, Administrator, Interdistrict Montessori School, 121 Cornwall Street, Hartford, CT 06112. Telephone: 860/522-0281, Fax: 860/525-7567.

THE MONTESSORI SCHOOL OF GREATER HARTFORD, INC. is seeking an *experienced AMI Elementary teacher* and an *experienced AMI Primary teacher* to begin in the fall of 1996. We are a private non-profit school located in the southern New England town of West Hartford, Connecticut. We were established in 1964 and currently have an enrollment of 120 students. Our faculty comes from diverse backgrounds and we strive to maintain a diverse student population. The school has a supportive administration and provides the benefits of health and long term disability insurance. Salary is commensurate with education and experience. *Please send resumé to Montessori School of Greater Hartford, Inc., c/o Carol Kuszik, 141 North Main Street, West Hartford, CT 06107.*

Newtown Montessori School is accepting applications for the 1996-97 school year. Teachers must be AMI or AMS certified for age 3 to 6 and 6 to 9 (experience preferred). This 26 year old school is accredited by CAIS and affiliated with AMS. Please call or send resume to Myriam Woods, 40 Dodgingtown Road, Newtown, CT 06470, 203/426-3390. Newtown Montessori School is an equal opportunity employer.

WHITBY SCHOOL has openings for certified Montessori teachers in its infant/toddler, 3-6 and 6-12 classes.

Whitby School, the oldest American Montessori school, has 280 students from one to fourteen years old. A highly qualified and dedicated faculty create attractive, child-centered learning environments. Our students develop independence, responsibility, academic success and a joy of learning. The campus is located on 27 pastoral acres in northern Greenwich, Connecticut. Stamford, Connecticut and White Plains, New York are 15 minutes from Whitby. Send resume to: Brenda Mizel, Head of School, Whitby School, 969 Lake Avenue, Greenwich, CT 06831.

DISTRICT OF COLUMBIA

Business Manager needed for medium-sized school in Washington, DC. Prefer AMI teacher who wants to move into administration permanently or temporarily. FAX resume to Maria Standing, 202/868-3334.

JOB BULLETIN

March 1996

FLORIDA

Little Flower Montessori in Fort Lauderdale, Florida, is looking for enthusiastic Primary and Elementary AMI trained teachers to help guide its students. If you are deeply committed to the Montessori philosophy; believe highly in the importance of teaching peace keeping/conflict resolution skills to your students; believe in the importance of developing global awareness within our children, and are looking for a warm, supportive school environment in which to work, then we encourage you to apply! All interested applicants may contact Mary Byrd at 305/565-8205 (W) or 305/563-3664 (H). In addition, a resumé and two (2) letters of recommendation should accompany a cover letter explaining your views toward Montessori education and your goals as a Montessori teacher. Our mailing address is 533 East Oakland Park Blvd., Ft. Lauderdale, FL, 33334. Little Flower offers highly competitive salaries and will pay travel expenses for qualified candidates to come and visit our school in person. As we prepare for our 21st year and our move to a new campus, we hope you will be here to share our excitement with us.

Key West. Montessori Children's School seeks a lower Elementary Director or Directress for the 96/97 school year and beyond. This lovely school is well established in the community. Applicants who would enjoy a tropical island lifestyle please write: Monica Haskell, Montessori Children's School, 1221 Varela Street, Key West, FL 33040, 305/294-5302.

Montessori Teachers Toddler through Elementary. Join a staff that knows what TEAM really means! Our 5 acre school of thirteen years is just two miles from the Gulf beaches and nature parks. Programs for 2 to 12 year olds. Enrichment subjects: ballet, gymnastics, art, P.E., music and much more. We are devoted to providing quality Montessori education for students in a peaceful, nature, warm, loving environment. School year and summer openings, also willing to sponsor interns. Please contact Christine Norbom or Joy Magnon, Palm Harbor Montessori Academy, 2313 Nebraska Ave., Palm Harbor, FL 34683, 813/786-1854.

ILLINOIS

COUNCIL OAK MONTESSORI SCHOOL is looking for one lower (6-9) and one upper (9-12) elementary teacher for the 1996-7 school year. Enthusiastic and cooperative faculty, staff and parents. Located in historic Beverly Hills/Morgan Park on Chicago's SW side in area landmark building, easily accessible by train or freeway; moderate living costs. No daycare. Minimum salary $20,000, benefits negotiable. Please send resume and references to: Marsha Enright, 11030 S. Longwood Drive, Chicago, IL 60643, or call 312/779-7606.

Countryside Montessori School seeks experienced AMI 6-12 teacher for expanding program to teach at either 6-9 or 9-12 level. Because of increased enrollment at the Primary level there will be need for an additional elementary teacher. The elementary program is in its 26th year and has been directed by AMI trained elementary teachers throughout. Founded in 1967, Countryside Montessori School is a not-for profit school, professionally administered on its own campus in a northern suburb of Chicago. Stable staff. Two of our primary teachers are former students at our school. A building project completed in the fall of 1995, added space for two elementary classrooms, two primary classrooms, administrative offices and a 2500 sq. ft. gym. Comprehensive program for children birth to 12 years with in-school physical education program, foreign language and pool. Current enrollment 125 children with 25 enrolled in Care Club program which operates with separate staff. School fully accredited by AMI and Independent Schools Association of the Central States (ISACS). The leadership of the school is active at the state and national level and takes seriously the responsibility of providing the appropriate working environment for the teaching staff so they in turn can provide the best for the children. The school compensates its staff accordingly. Fifteen-step salary schedule range from $40,000-$58,395. In order to encourage teachers to remain with a class for at least three years, the school pays a $10,000 service bonus over first four years. Qualified applicants may call Annette Kulle, collect, 847/498-1105, day or evenings. Countryside Montessori School, 1985 Pfingsten Road, Northbrook, IL 60062.

Rockford Public Schools, Rockford, Illinois. Rockford is a diverse community of 139,000 residents located 90 miles west of Chicago, serving 27,000 students in grades PreK through 12. The Board of Education invites you to become part of our team if you are committed to the goal of equity and excellence in education. We are actively searching for a **Principal, Montessori Magnet School.**

This individual will serve as the leader of a progressive urban program that is expanding to a full-site magnet school for the Fall of 1996. Must have demonstrated success as a principal and in working with culturally diverse populations. Experience with elementary magnet programs a plus. Training in Montessori approach and methodology preferred, but not required. Montessori Administrative Certificate must be obtained within three years. Illinois General Administrative Certification or comparable out-of-state certification, with the needed requirements to gain Illinois certification required. Salary and benefits are competitive.

Interested candidates should send a letter, and credential file to: Cheryl Hart Pruitt, Director, Human Resources Department, Rockford Public Schools, 201 S. Madison, Rockford, IL 61104-2092 or fax to 815/966-3057. The Rockford Public District is an Affirmative Action/Equal Opportunity Employer committed to diversity in education.

Montessori Teachers, Rockford Public Schools, Rockford, Illinois. The Board of Education invites you to become a part of our team if you are committed to the goal of equity and excellence in education. We are actively searching for Montessori teachers for a progressive urban program that is expanding to a full-site magnet school for Fall 1996. Qualifications include Montessori certification and Illinois state teacher certification or comparable out-of-state certification. Salary and benefits are competitive. Interested candidates should send a letter and credential file to: Cheryl Hart Pruitt, Director, Human Resources Department, Rockford Public Schools, 201 S. Madison, Rockford, IL 61104-2092 or fax to 815/966-3057. The Rockford Public School District is an Affirmative Action/Equal Opportunity Employer committed to diversity in education.

MARYLAND

Henson Valley Montessori School, established in 1966, is located in suburban Maryland 30 minutes from the Capitol Building in Washington. Through normal attrition we are needful of three teachers—primary, lower and upper elementary levels. Well supported by a parent board, we offer the best compensation and working conditions in this part of the country. Trained administration, compensation starting at $30,000, health, dental, retirement—these are some of the many benefits of working with culturally diverse student and teaching populations. If you are interested, call David Trower at 301/449-4442 or fax 301/449-6695.

JOB BULLETIN

March 1996

Montessori International Children's House is looking for an AMI trained Directress/Director for our expanded Elementary Program. The position is for the 1996-97 school year. Located outside of Historic Annapolis, MD, the Children's House is a non-profit organization established in 1985. It has an Upper and Lower Elementary Program, three Primary and two Toddler classes. If interested and qualified, please contact: Jean Burgess, Administrative Director, Montessori International Children's House, 1641 Winchester Road, Annapolis, MD 21401, 410/757-7789.

Seeking Toddler, Primary and Elementary Teachers. Located in beautiful Southern Maryland. Send resume to Starmaker Learning Center, 404 Cottonwood Pkwy, California, MD 20619. 301/863-7740.

MASSACHUSETTS

Experienced, joyful AMI Primary Teacher needed for *great* existing class in fall of '96. Supportive AMI administrator and board, competitive salary, excellent benefits.

Amherst is situated in the heart of the New England countryside, close to the Berkshires, where opportunities for seasonal recreation abound. The Five College Cobsortium (Mount Holyoke, Smith College, Hampshire College, Amherst College, the University of Massachusetts) provide a rich cultural, intellectual and artistic base for the area. Come join us! **Please send resume and letters of reference to Carol Fisher, 27 Pomeroy Lane, Amherst, MA 01002. 413/253-3101.**

The Montessori School of Northampton is looking for an experienced Director/Directress to start up a 9-12 program over a three year period starting in the Summer of 1996.

We are looking for candidates with experience in the classroom, strong interpersonal skills and a sense of humor! We offer a supportive head, board & staff, competitive salary and good benefits.

The Montessori School of Northampton is located in the heart of Western Mass. Close access to the Berkshires, Boston and New York City as well as the beautiful Vermont hills makes us an ideal location.

Please address your resume to: Susan Swift, The Montessori School of Northampton, 51 Bates Street, Northampton, MA 01060 - 413/586-4538.

EXCEPTIONAL MONTESSORIANS NEEDED! Pincushion Hill Montessori School (established 1962), situated in lovely country setting in central Massachusetts, is accepting applications for certified AMI or AMS teachers to fill positions in Children's House and Junior School. Qualified teachers needed for academic year 1996-1997. Candidates need at least B.A. degree and preferably Montessori experience.

Classrooms superbly equipped (ratio 1-10), strong community spirit, progressively expanding facility, competitive salaries for Boston area. Please send: letter of application, resume, transcripts, and three employment references. **Christine Kovago, Pincushion Hill Montessori School, 30 Green St., Ashland, MA 01721. Phone # 508/881-2123, fax # 508/881-8004.**

The Summit Montessori School is a new Montessori program opening in the fall of 1996 in Framingham, MA, a suburb west of Boston. We are seeking two teachers AMS or AMI certified for ages 6-9 and one teacher for ages 9-12. Please send letter of intent and resume to: Search Committee, Linda Blades, Chairperson, The Summit Montessori School, P.O. Box 2094, Natick, MA 01760.

BOSTON AREA ..... FALL, 1996

Teachers: Potential openings at all levels available in well established (1971) Montessori School six miles south of Boston. Lovely building designed for Montessori. Large beautiful classrooms. Library, Activity Center, Montessori designed playground. The school has an enrollment of 200 students from ages three to twelve, is a non-profit corporation and has AMI and AMS directress trained administrators. We have over 20% minority students and a broad socioeconomic mix.

Competitive salary dependent on experience. Excellent benefits. Please call Maureen Coughlan or Pat Thompson 617/361-2522 or send resume to: Thacher Montessori School, 1425 Blue Hill Avenue, Milton, MA 02186.

MICHIGAN

Primary & Elementary Teachers needed immediately for an Extended Day and 6-9 classroom. Classrooms are established and have an assistant. Excellent pay, full medical & dental benefits with opportunities for responsibilities/advancement. Mail handwritten cover letter, resume with references to: Maria Montessori Ctr., 32450 W. 13 Mile, Farmington Hills, MI 48334 and call collect after 7PM EST at 810/362-2442.

Upper elementary position available at salary competitive with public school teachers. Mid-wester, culturally-enriched location. Established in 1972. Administrator is also AMI elementary trained. Head teachers have long-term relationship with our school. Team management, staff input for strategic planning and interesting children are keys to our employee satisfaction. Contact Pamela Boudreau 616/349-3248. The Montessori School, 750 Howard Street, Kalamazoo, MI 49002.

Preschool teacher for Fall, 1996, for an established primary classroom ages 3-6 with extended day format. Also, an elementary teacher needed for established class of ages 6-12. The Okemos Montessori Radmoor School is an AMI associated school which was founded in 1968. The school is located on nine wooded acres near the campus of Michigan State University. The facility houses a toddler room, three preschool classes, an elementary program and a beautiful gymnasium. Elementary directress needs Michigan teaching certification. Salary negotiable based on education and experience. Please call or write: Susan Cavanaugh Hyatt, Administrator, Okemos Montessori Radmoor School, 2745 E. Mount Hope, Okemos, MI 48864 or telephone 517/351-3655 or at home 517/676-1812.

NEBRASKA

Work in an All Day Montessori Environment. Give up hassling with "before and after school" programs, conducted by under-qualified personnel. Enjoy the luxury of a ten month academic year and a "school" schedule, rather than a year round "day care" one. Work with qualified and experienced Montessorians who practice Montessori—all day.

Applications are now being taken for a position as a primary (3-6) director/directress in Omaha's only AMI affiliated school, established in 1967. Please write or call, Mary Verschuur, Montessori Schools of Omaha, P.O. Box 24211, Omaha, NE 68124-0211, 402/397-5289.

NEVADA

AMI Primary teaching position available. Please send resume and credentials to: S. Honest, 5566 Oxbow, Las Vegas, NV 89119.

JOB BULLETIN March 1996

NEW MEXICO

Come to enchanting New Mexico and join our professional AMS and AMI teaching staff. Our established school of about 200 students ages 2-12 is housed in a 15,000 sqft building on approximately 5 acres of play space. If you are enthusiastic about educating the "whole child" and seek an atmosphere of respect and academic excellence, contact Algene Herrick-Director, The Montessori School, Inc., 505/344-7402 or send your resume to 3821 Singer Blvd. NE, Albuq. NM 87109.

NEW YORK

The Maria Montessori School and the Anne Frank Montessori School will be accepting applications for teaching positions. Primary & Junior AMI certified. Immediate visa available. Fully equipped Nienhuis and hand made materials. Attractive salary, fringe benefits. We are looking to begin 0-3 class. If anyone is interested in receiving training, please contact our office. Administrative position opening - apply with experience. Located on Long Island, outside NYC. Contact Carolyn Larcy, Maria Montessori School, Box 276, Massapequa, NY 11758, 516/520-0301.

Webster Montessori School, in an eastern suburb of Rochester, New York, is seeking A.M.I. primary directresses for the Autumn of 1996 (our 30th year). We have moved to a larger site and are in the process of expanding to another primary class. We are also poised to expand to an elementary program. We have a well-equipped facility, child care and a lovely campus along with supportive staff and parents. Please send curriculum vita to: David Boneham, Administrator, Webster Montessori School, 985 Ebner Drive, Webster, New York 14580.

NORTH CAROLINA

Charlotte, NC - Seeking Teachers. The Charlotte Montessori School seeks teachers for Toddler, 3-6, 6-9, and 9-12 levels. We are well-established in a growing school community with reputable standards and acclaimed architectural design. We offer competitive salary and benefits. Please send resume to The Charlotte Montessori School, 212 Boyce Road, Charlotte, NC 28211- ATTN: Curriculum Coordinator.

OREGON

AMI elementary guide sought for growing school in beautiful Pacific Northwest, within strong Montessori community. (Non-profit w/dedicated Board, competitive salary) - Chris Boothby, Southeast Montessori Center, Inc., P.O. Box 82406, Portland, OR 97282.

PENNSYLVANIA

Pittsburgh, PA. **MONTESSORI CENTRE ACADEMY, INC.,** established in 1967, is located in a country setting near the cultural center of Pittsburgh. Classes: One toddler, three primary, three elementary 6-9 years, and one elementary 9-12 years. Latin, music, algebra, art, computers, and physical education are components of the elementary curriculum. Seeking Montessori teacher for **Elementary 6 to 9,** for September, 1996. Send resume to Yolanda N. Sweenie, 1014 William Flynn Hwy., Glenshaw, PA 15116, 412/486-6239.

TEXAS

Alpine Montessori School serving children ages 3-12 years of age needs a 3-6 teacher beginning Fall '96. Prefer AMS/AMI certified teacher but are willing to train dedicated person at school expense in exchange for 3-year commitment. Alpine is a small West Texas community of 6,000 located in the Davis mountains of the Chihuahuan desert, by Big Bend National Park and Sul Ross State University. Alpine is listed as one of the 100 best small towns to live in by "Outside" and "Southern Living" magazines. Alpine Montessori School, 908 North 6th Street, Alpine, TX 79830, 915/837-2173.

Austin Montessori School (AMI accredited) is accepting applications for two AMI trained guides to assume responsibility for well established classes, a PRIMARY and LOWER ELEMENTARY, whose current teachers' husbands are relocating. With four primary classes, three lower elementary, two upper elementary, and a middle school, our school is the major force in alternative education in Austin. Founded in 1967 by Donna Bryant Goertz (AMI, Bergamo), Austin Montessori School has been recognized for its excellence both here and abroad. Austin is a vibrant, clean and strikingly pretty city surrounded by lakes, hills, live oaks and evergreens. Its progressive populace and temperate climate make it the ideal location for the cultivation of Montessori values and ideals. Austin Montessori School's exceptionally low teacher turnover, classroom and curriculum assistants, positive administration support and competitive salaries make it a distinctive and desired workplace. Life insurance and full employee medical coverage. Retirement benefits after three years. Send resume and personal letter: Austin Montessori School, 5014 Sunset Trail, Austin, TX 78745. Telephone 512/892-0253.

TEACHERS NEEDED. Come to sunny, semi-tropical South Texas for a multi-cultural teaching experience. Join us in our new school building to be completed by September 1996. We have openings for the 96-97 school year. We need elementary certified teachers for our 6-9 and 9-12 elementary programs. Salary range $20,000-$26,000 negotiable. Please send current resume to The Discovery School, P.O. Box 720907, McAllen, Texas 78504. Phone 210/687-1117, Fax 210/668-1117.

SEEKING MONTESSORI GUIDES. WELL ESTABLISHED SCHOOL IN SAN ANTONIO. The Judson Montessori School is now accepting applications for guides at all levels—Primary, Lower Elementary, Upper Elementary and Middle School, for the 1996-97 school year. An opening at the Lower Elementary level is certain at this time, expansion at the Primary and Upper Elementary levels is very likely.

Established in 1974, JMS is a creative, dynamic school with a student population of 215 extending from ages 2½ to 14. Positions at JMS offer: a supportive Montessori community, high retention rate of strong students, active parent support, excellent salary, faculty tuition benefit, health insurance and retirement plan, professional development support. JMS facilities include: ample classrooms, playgrounds, game fields, gymnasium, outdoor motor ed. lab, library, student exhibit gallery, and faculty workroom. Fine support faculty in PE, Spanish, Art, Orff/Kodaly Music and experienced Librarian with AMI Montessori background.

JMS is located in historic and culturally diverse San Antonio, a city of favorable climate and tranquil atmosphere. JMS is a nonprofit and nondiscriminatory organization with an active and supportive parent organization. The school has a strong scholarship program and is dedicated to serving a diverse student population. JMS is a place for eager, creative, and dedicated Montessori guides.

Send resume or contact Gloria Hinojosa or Jim Judson: The Judson Montessori School, 705 Trafalgar, San Antonio, TX 78216-5202. Telephone: 210/344-3117, Fax: 210/344-1336, Email: jjudson@tenet.edu.

UPPER ELEMENTARY (9-12) LEAD GUIDE AND ASSISTANT GUIDE FALL 1996. Parkside Community School in Austin, TX

actively seeks an exceptional, experienced AMS or AMI certified upper elementary guide (9-12) and assistant guide to lead an established classroom (five years) of seasoned Montessori students. Candidate must love and respect children and be able to provide a nurturing and happy classroom environment. Competitive salary and health benefits in a lovely Spanish hacienda setting in beautiful Austin, Texas. Parkside is a non-profit Montessori school offering primary through middle school with a student enrollment of 125. Parkside's excellent reputation in the community has led to lengthy waiting lists for all classes. We describe our learning environment as an innovative, family and community-oriented environment which supports staff and student interests and talents. Parkside's curriculum includes regular Spanish, computer, P.E., music and movement, and pottery education. Qualified applicants please send hand-written cover letter, resume, references, and salary requirements to: Elizabeth Winn, Parkside Community School, P.O. Box 3628, Austin, TX 78764, 512/472-2559.

ST. CATHERINE'S MONTESSORI is a private, non-profit school celebrating its 30th year. Our Director is AMI-certified. As our school population continues to grow (currently 170 students), we seek teachers at the following levels for the 1996-97 school year:

Elementary & Primary: Positions begin August 1, 1996. Undergraduate degree and two years of AMI or AMS experience are required.

Middle School: We seek a unique, creative and highly accomplished teacher to start our middle school in August 1996. Small class in first year will allow adequate time to organize and develop this exciting adolescent program. Position begins June 10, 1996, with extensive 8-week summer study program on meeting the needs of early adolescents; creating responsive learning environments based on Montessori's vision and the latest research; organization, structure and operation. Candidate must have K-8 teaching certificate, or 24 undergraduate or graduate semester credits in a field of study.

St. Catherine's Montessori is one of Houston's most respected private schools. Diverse religious and cultural backgrounds are represented in the student body. Campus includes 20,000 square foot, castle-shaped building and three acres of enhanced playground space, with ballfields, a track and nature areas for the study of plant and animal life. St. Catherine's is located near Hermann Park & Zoo, the Texas Medical Center, Rice University and the Museum District.

Interested candidates for these positions are invited to send letter and resume, or call: St. Catherine's Montessori, P.O. Box 20728, Houston, Texas 77225-0728; Attn: Theresa Rourke, Administrator; Tel. 713/665-2195.

VIRGINIA

EXPERIENCED AMI PRIMARY GUIDE needed for fully equipped class in idyllic setting conducive to nature studies, fun and personal growth. Begin summer '96. Salary competitive. Supportive colleagues, parents & board. Historic university town near Blue Ridge Mountains. Resume to Yates Nobles, Montessori Center for Children, 2 Dold Place, Lexington, VA 24450. Telephone 540/463-6461 or 464-8234. Email: YNobles@AOL.com.

WASHINGTON

A 9-12 guide is sought for Fall 96 at Bayside Montessori, Bellingham, WA. If you are a certified 9-12 guide with a love and respect of the natural world, commitment to a peaceful environment, sense of inquiry and appreciation of students who model this, and utilize positive/consistent discipline you may be the one our staff, students and parents eagerly await.

You will be able to grow the class over a 3 year period in a classroom that was constructed with 9-12 needs in mind. There is a spacious room with self-contained kitchen, bathroom, and adjoining computer/library room for the 9-12 use only. The school is located in a beautiful environment that incorporates a creek and natural wooded area offering an opportunity for children to develop a sense of stewardship. An Orff music teacher and a Spanish teacher are at your service. The parent body is a stable family mix. They await your utilization of them be it small or large. The salary is competitive with significant raises as the class grows.

The children moving up have been in class together since preschool. There is a high (95%) retention rate. This is a group of normalized children, content to be children, unjaded by the media, and well versed in the arts and sciences.

Bayside Montessori is a for-profit school that was started in 1993 in response to a group of preschool parents who desired the elementary experience for their children. Kate McSwain is the owner and 6-9 guide. There is no parent board and the school site is owned by Kate McSwain.

Childlife Montessori (a 14 year old Montessori preschool with 4 classes) has a wonderful symbiotic relationship with Bayside. Their graduates move up to Bayside. Although there are more applicants than can be served Bayside is committed to one 6-9 and one 9-12 class.

Bellingham, WA is a coastal university town of 60,000 located halfway between Seattle and Vancouver. There are many cultural events, outdoor sports, and nature. The quality of life is a major plus. Tidepools, estuaries, glaciers are within field trip range. Winters are mild and summers are bliss.

If the idea of a small quality school interests you, please respond. Send resume and any questions to Kate McSwain, 1027 Samish Way, Bellingham, WA 98226. Interviews will begin immediately.

Elementary Montessori teacher needed for grades 1-3. Montessori School of Pullman, NW 115 State, Pullman, WA 99163. 509/334-4114 or 509/334-1049.

Private Montessori community of 130 students, 25 staff, grades Primary through 6th seeks an experienced Primary Guide for a fully equipped, beautiful and experienced environment. BA and AMI certification preferable. Excellent salary and full benefits package. Send resume, cover letter, recs. & salary history to: School Head, Normandy Park Academy Montessori, P.O. Box 48110, Seattle, WA 98166. Fax #: 206/248-1458.

Northwest Montessori School is accepting applications for primary and elementary teachers beginning 8-'96. NWM, a nonprofit corp., was est. in 1965, the first Montessori School in Seattle. Northwest Montessori has 3 locations; the Wedgwood branch is located just North of the University, the Woodland Park branch located near the Zoo and Greenlake Park and the Mercer Island branch located in a house with windows looking out to a backyard environment.

Salaries determined by exp. and training—med/dent—annuity—flex acct—sick leave and professional opport. Send resume and letters of rec. to NWM, 7400 25th, Seattle, WA 98115, 206/524-4244.

AMI Primary Teacher position open for the 1996-97 school year. Our school is located in the rapidly expanding metropolitan Seattle area. Competitive salary and benefits. Send resume to or call: Mary Klein, St. Elizabeth Ann Seton School, PO Box 12429, Mill Creek, Washington, 98082-0429 or 206/481-9358.

JOB BULLETIN March 1996

WEST VIRGINIA

Children's House of Beckley, West Virginia is soliciting expressions of interest for two AMI-trained Montessori teachers for the school year 1996-1997. The school is located in the Beckley Presbyterian Church, conducts morning and afternoon classes and has operated for 27 years. Experience desirable. Call Marlene Perdue at 304/252-8569 days, 304/252-4713 evenings.

WISCONSIN

Rock Prairie Montessori School, Janesville, WI, a newly established rapidly growing AMI recognized school in south central Wisconsin is seeking elementary and primary teachers. Rock Prairie is a parent owned not-for-profit school offering programs for children 2½ through 12 with before and after school care options. We currently have 2 Children's Houses and 1 elementary class. Plans are in the works for a new building for September 1997. Teaching Principal has 23 years of AMI experience. Supportive parents and board, dedicated to AMI Montessori.

Classrooms are fully equipped. Friendly and supportive staff committed to quality Montessori. Competitive salaries and benefits. Lovely country setting. Please send resume to: Maureen Peifer, Teaching Principal, Rock Prairie Montessori School, 4243 E. Rotamer Rd., Janesville, WI 53546.

BERMUDA

The Montessori Academy, established 1991, invites experienced AMS/AMI trained 3-6 teachers to apply for potential vacancies, fall 1996. The school currently serves 118 children, with three 3-6 classes, two 6-9 classes, and two 9-12. Housed on an old Bermudian farm on 9 acres, we offer a unique environment with an international student body. Bermuda is 21 sq. miles of pristine beauty, ideal climate and a wonderful quality of life.

This is a challenging position with a growing, expanding school. Please send formal enquiries/resumes to: The Montessori Academy, c/o Gordon Maas, P.O. Box 508, Warwick, WKBX, Bermuda. Phone: 441/236-9797, Fax: 441/236-9799.

CANADA

Allegro Montessori School is seeking a fulltime Elementary teacher with preference for ages 9-12 commencing fall 1996. Must have elementary Montessori training and qualify for Saskatchewan Certification. Please submit a resume stating professional experience, qualifications, references and salary expectations to: 2606 Broadway Avenue, Saskatoon, Saskatchewan, Canada S7J 0Z6 or Fax: 306/242-1234. Only those applicants who are shortlisted will be contacted.

ENGLAND

Full Time Teachers positions available in England, situations now available to start immediately. School set in London, with beautiful grounds. We are also looking for a Montessori Lecturer to start in September 1996. Norfolk Lodge Nursery & Preparatory School, Dancers Hill Road, Barnet, Hertfordshire, EN5 4RP, ENGLAND.

NETHERLANDS ANTILLES

Looking for Montessori Teachers for Primary (3-6) and Elementary (6-9 and 9-12) classes to start August 1996. Please send resume to: St. Maarten Montessori School, P.O. Box 484, St. Maarten, Netherlands Antilles. Phone 44270/44271 or Fax: 44276.

NEW ZEALAND

New Zealand 3-6 Montessori teacher required for small well equipped school in South island of NZ. Roll cap. 20. Full time position. Would suit adventurous person, interested in outdoors seeking overseas experience of 2-3 yrs. or wishing to settle in rural NZ. Starting July/Oct 1996. Contact Andrina Kitto, Balclutha Montessori Childrens' House, P.O. Box 199, Balclutha. Ph. NZ 341 80158, Fax NZ 341 81766.

New Zealand 6-12 Montessori teacher interested in beginning new elementary school. Excellent site near to Childrens' House, supportive parents, interested children. Experienced teacher with good leadership and administrative skills required. If you are seeking a teaching challenge, enjoy the mountains, lakes, forests, and sea, this may be the position for you. Starting date July 15th 1996 alternative Oct 1996. Contact Andrina Kitto, Balclutha Montessori Childrens' House, P.O. box 199, Balclutha, Ph. NZ 341 80158, Fax NZ 341 81766.

VIRGIN ISLANDS

VIRGIN ISLANDS MONTESSORI SCHOOL - AMI - ESTABLISHED 1964. Four primary, two lower elementary and one upper elementary - seeking applications at all levels for the 1996-97 school year. Excellent benefits - established classes and we are in the process of finalizing exciting expansion plans. Send resume and references to Shournagh McWeeney, Virgin Islands Montessori School, 6936 Vessup Lane, St. Thomas, USVI 00802-1001. Tel. # 809/775-6360, fax 809/775-3080.

VIRGIN ISLANDS MONTESSORI SCHOOL - AMI - ESTABLISHED 1964. Seeking teacher applications for our new JUNIOR HIGH SCHOOL, which we plan to start in September 1996. We need applicants who will be willing to help develop the program for this addition to our school. Send resume and references to Shournagh McWeeney, Virgin Islands Montessori School, 6936 Vessup Lane, St. Thomas, USVI 00802-1001. Tel. # 809/775-6360, fax 809/775-3080.

FOR SALE

MONTESSORI MATERIALS FOR SALE. Sensorial. Used, in excellent condition. Ask for list. B. Keller, PO Box 85, Seaside Heights, NJ 08751, 908/830-3663.

SCHOOL FOR SALE

Small Montessori school in quaint town of East Aurora, sixteen miles east of Buffalo, is up for sale. Established in 1975, the school rents space from the education wing of a church and operates one large primary class. Parents can choose between a morning or an afternoon 3 hour session. The current program accommodates up to 60 children. Excellent reputation in community and supportive parent group. Includes Montessori classroom materials, furniture, and office equipment. Available June 1, 1996.

For more information, please contact Sharon Lewis at 716/537-2824 or Mary Jane Wesoloski at 716/668-8211 in the evenings or The East Aurora Montessori School, Porterville Road, East Aurora, New York 14052 at 716/652-5092 during business hours.

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Forthcoming Courses

New! Summer Primary Course
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Three Consecutive Summers
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June 22-July 11, 1998
Tuition: $5,350

Academic Year Elementary Course
Commencing September 1996
Washington DC
One Academic Year
Preparatory Course
August 20-September 18, 1996
Elementary Course
September 24, 1996-mid-June 1997
Tuition:
Elementary Course $5,300
Preparatory Course $1,500

Summer Elementary Course
Commencing July 1996
Kansas City, MO
Three Consecutive Summers
Preparatory Course
June 17-July 16, 1996
Elementary Course
July 22-August 16, 1996
June 16-August 15, 1997
June 15-August 7, 1998
Tuition:
Elementary Course $5,500
Preparatory Course $1,500

Academic Year Primary Course
Commencing September 1996
Washington DC
One Academic Year
September 10, 1996-May, 1997
Tuition: $5,275

Summer Primary Course
Commencing July 1996
Cleveland, OH
Three Consecutive Summers
July 1-August 9, 1996
June 23-August 8, 1997
Exams, June, 1998
Tuition: $5,350

Academic Year Primary Course
Commencing September 1996
Cleveland, OH
One Academic Year
September 18, 1996-May, 1997
Tuition: $5,275

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CSU

Washington Montessori Institute: (202) 387-8020 • Ohio Montessori Training Institute: (216) 421-1905
For more information, contact: Montessori Teacher Education Collaborative, 11424 Bellflower Rd. N.E., Cleveland, OH 44106. (216) 421-1905

May 1996

MONTESSORI THEORY INTO PRACTICE

north american montessori teachers' association

A Practical Newsletter for NAMTA Members

Job Bulletin ..... page 5

The Need for Administrator/Teacher Community

"Just as Maria Montessori framed a new vision of the role of education, so are we beginning to evolve a new vision of the school. The same philosophy which is inherent in Montessori educational theory and practice must also shape the purpose and operations of our schools."

Sharon L. Dubble, PhD,
The NAMTA Journal, Spring, 1996

In the coming years, NAMTA will be developing a major connecting forum between teachers and administrators. The NAMTA Administrators' Group was founded during the 1995-96 membership year with the express purpose of developing a holistic view of school process with administrators and teachers cooperating as partners.

January 16-19, 1997, NAMTA will sponsor a conference in Houston, Texas, entitled *Whole Schools, Whole Children*, for administrators, teachers, board members, and parents. With a focus on full school development, the conference will look at different aspects of administration from the viewpoint of Montessori developmental frameworks.

In addition, for the 1996-97 membership year, NAMTA has appointed Sharon Dubble to work with executive director David Kahn to reinvent its 1988 publication *A Montessori Operations Handbook* with a uniquely integrated Montessori view of administration.

The first step in the redesign of the *Operations Handbook* is to collect salary data from Montessori schools in North America. The salary survey included in this issue was developed in cooperation with Corvallis Montessori School of Corvallis, Oregon. Please help us gather information by encouraging your administrator to fill out this survey with up-to-date data for the 1996-97 school year.

To ensure that it reaches every Montessori school in North America, the survey will be sent to all schools in our database as a separate mailing. This may result in some schools receiving duplicate copies, but each school should fill out and return only one copy of the survey.

In addition to being included in the new *Operations Handbook*, the survey results will be tabulated and reported to NAMTA members in the 1996-97 membership year.

Beginning in the summer of 1997, the Montessori Teacher Education Collaborative will sponsor a four-week seminar on the unique administration of Montessori schools, looking at the interdependency of school components and their unified vision of the growth and development of both children and adults. NAMTA's new *Operations Handbook* will be used as the main textbook for this seminar.

See salary survey on pages 2 through 4

PS 028694

BEST COPY AVAILABLE

Montessori School Salary Survey

The purpose of this survey is to help define the prevailing salary structure for Montessori guides in North America. We are collecting information on current practices to help schools offer fair and competitive compensation. Our anecdotal evidence suggests that salary administration varies widely from school to school and region to region. It is our hope that we will find strong evidence to support a clearly defined, regionally based, easily administered, equitable salary plan for school employees. Even if your school receives multiple copies of this survey, please return **only one copy per school.** Please report data for the **1996-97 school year.** **Please return your survey by June 15, 1996,** to NAMTA, 11424 Bellflower Road NE, Cleveland, Ohio 44106.

I. Describe Your School

1. Name and address of your organization:

   Name: .....

   Street Address: .....

   City/State or Province/Postal Code: .....

   Phone: .....

2. Enter the number of children enrolled in the programs indicated below:

Infant / Toddler (0-3)	Primary (3-6)	Lower Elementary (6-9)	Upper Elementary (9-12)	Adolescent (12-14)

3. How many classrooms do you dedicate to these programs?

Infant / Toddler (0-3)	Primary (3-6)	Lower Elementary (6-9)	Upper Elementary (9-12)	Adolescent (12-14)

4. Do you provide before- or after-school care? **Yes ☐ No ☐**

5. Do you rent ☐ or do you own ☐ your facility? How much is your monthly rent/mortgage? $ .....

6. Do you operate a summer program? **Yes ☐ No ☐** If yes, how long is the program? Weeks .....

7. Do you operate a year-round, all-day Montessori program? **Yes ☐ No ☐**

8. Is your school non-profit? **Yes ☐ No ☐**
   (U.S. schools) If yes, are you incorporated as a 501 (c) 3 corporation? **Yes ☐ No ☐**

9. Indicate your tuition structure **in money per year** for each program type. Please use **a ten-month school year.** For before- and after-school care, express tuition on a **money-per-hour** basis. Please indicate what currency you are using for figures reported in this survey (e.g. U.S. dollars, Canadian dollars, pesos, etc.):

Infant/Toddler Ages 0-3	Primary Ages 3-6 3 Hours	Primary Ages 3-6 4 Hours	Primary Ages 3-6 6 Hours	Lower Elem Ages 6-9	Upper Elem Ages 9-12	Adolescent Ages 12-14	Before-/ After-School Care

10. What was the percentage tuition increase each year for the last five years?

    95-96 ..... % 94-95 ..... % 93-94 ..... % 92-93 ..... % 91-92 ..... %

BEST COPY AVAILABLE

II. Describe How You Determine New-Hire Salaries

1. Are entry-level wages negotiated ☐ or from a schedule ☐? .....

2. What level of education do you require for a new guide just out of training? .....
   What level of education for an experienced guide new to your school? .....
   What level of education for a rehired guide? .....

3. Fill out the following table with **entry level** salaries ***typical*** for your school:

Program	Newly Trained	1-5 Years Experience	6-10 Years Experience	More than 10 Years Experience
Infant / Toddler (0-3)				
Primary (3-6)				
Lower Elementary (6-9)				
Upper Elementary (9-12)				
Adolsecent (12-14)				
Administrator				

4. Over how many months are salaries earned? Months: .....

5. Over how many months are salaries paid? Months: .....

6. Do you offer additional compensation for degrees obtained after hiring? **Yes** ☐ **No** ☐
   If yes, how do you compensate for a:

   BA/BS ..... MS/M.Ed. ..... Ph.D. .....

7. Do you recognize professional development? **Yes** ☐ **No** ☐
   If so, what salary increments do you use and how do you determine them? .....

III. Describe How You Determine Salary Increases

1. Are salary increases tied to a merit system? **Yes** ☐ **No** ☐
   If so, describe the method used to determine merit: .....

2. Are salary increases tied to an index (e.g., Consumer Price Index)? **Yes** ☐ **No** ☐
   If so, which index is used: .....

3. Are salary increases tied to tuition increases? **Yes** ☐ **No** ☐

4. Do you use a combination of merit and indexed criteria to determine salary increases? **Yes** ☐ **No** ☐

   If yes, please describe: . . . . . .

   . . . . . .

5. Do you recognize seniority (i.e., time in the job)? **Yes** ☐ **No** ☐

   If so, what are the salary increments used and how are they determined? . . . . . .

   . . . . . .

   . . . . . .

6. Do you subsidize professional development? **Yes** ☐ **No** ☐

   If yes, what is your average amount per teacher per year? $ . . . . . .

7. Is your salary program documented in written form and freely available to your staff? **Yes** ☐ **No** ☐
   (Please enclose your salary scale if you have one.)

8. Are there any special programs, incentives, or other circumstances that are important to your salary program? **Yes** ☐ **No** ☐

   If so, please explain: . . . . . .

   . . . . . .

   . . . . . .

9. Do you offer benefits? ☐ Medical – monthly cost $ . . . . . , ☐ Disability, ☐ Pension, ☐ Other.

Thank you for participating in the Montessori School Salary Survey. We appreciate the donation of your valuable time to making this survey successful. Please mail your completed form to the address below by **June 15, 1996**. We anticipate having a summary available during the 1996-97 membership year.

Send completed surveys to:

North American Montessori Teachers' Association
NAMTA Salary Survey
111424 Bellflower Rd NE
Cleveland, Ohio 44106

Survey prepared by Corvallis Montessori School, Corvallis, Oregon, in consultation with NAMTA.

JOB BULLETIN

north american montessori association teachers'

May 1996

ARIZONA

Primary and elementary teachers—great opp. Esperanza Montessori Academy—charter, loving community setting, seeks joyous individ., AMI or AMS diploma, min. 2 yr. exp., bilingual a plus (Spanish), competitive salary + benefits. Start Aug., 96. Send resume 4848 S. Second St., Phoenix, AZ 85040—fax 602/243-7799, phone 602/243-7788, Attn: Linda Siciliano.

School Administrator—Esperanza Montessori Academy seeks dynamic principal to lead expanding charter school, PreK-12 in diverse community. MA, 3-5 yrs. exp., creative, organiz., people skills req., bilingual a plus (Spanish). Comp. salary plus benefits. Start July 8, 96. Send resume to 4848 2nd St., Phoenix, AZ 85040, Attn: P. Ruiz, 602/243-7788, 602/243-7799 FAX.

Elementary teacher needed for new charter school opening in August, 1996, in Tucson, Arizona. We will be starting with a class of 15 first graders and will add one grade per year. We are looking for a confident and creative individual who can help us get started and grow with the school. This is a new program associated with our preschool, founded in 1985. Contact Nirvair Khalsa, 2831 E. Broadway, Tucson, AZ 85716, 520/884-1366.

AMI Elementary and Primary teaching positions available. Please send resume and credentials to: Montessori International School, Inc., 1230 North Gilbert Road, Mesa, AZ 85203.

CALIFORNIA

BRIGHT STAR MONTESSORI SCHOOL may be seeking one primary and one elementary teacher with experience for the 1995-1996 school year. We have one toddler class, two primary classes, one 6-9 class, and one 9-12 class. Please send resume to Bright Star Montessori School, 7140 Gladys Avenue, El Cerrito, CA 94530, or call Swarna Matz, Director 510/233-5330.

Marin Montessori School is seeking an experienced AMI-trained Lower Elementary Directress/Director for its expanding Elementary Program. This may initially be a co-teaching position as we are growing rapidly and do not currently have the facilities for two separate lower elementary classrooms. The planning for this is in process. Established in 1963, MMS now has 200 students from age 2 through 12. Our beautiful campus is located directly on the San Francisco Bay, just north of the Golden Gate Bridge. The Lower Elementary program is housed in two interconnected geodesic domes overlooking the water. We are looking for someone who is committed to closely following the principles of Dr. Montessori. If you are interested in joining a team of professionals and being actively involved in the functioning of the school, then this may be the community for you. Must be confident in communicating with strong supportive parent body and Board of Directors. Excellent salary and benefits. Send hand-written letter and resume to Jules Layman, P.O. Box 736, Corte Madera, CA 94976, 415/924-5388.

Montessori Casa dei Bambini 281 Santa Clara Ave Oakland CA 94610. Contact Administrator Helen Sears 510/836-4313 fax 510/836-7445. 1 teacher Primary 3-6. Fulltime starting summer/fall 1996. Exp staff of 14 with children 18mo-12yrs. CDB is a non-prft, ind sch loc in a church & converted house in a resident area 15 min.-Berkeley and 25 min-SF. Large outdoor playgrds and garden areas. Est. in 1978 w/90 families & to grow to 110 in next 2 yrs. Staff are AMS, AMI, Admin has AMI & AMS teaching cert. Seeking teacher w/independent initiative but is open to co-teaching & combining classes for a strong school community. Benefits: 10s/p, med allow pd vac & hol, some dental, inserv days, 12 mo. $25,000-$30,000.

Montessori Learning Center is accepting applications for primary and elementary guides. Our school has provided an excellent Montessori program in the Salinas Valley area for over twenty years. Opportunities for summer employment are also available. Located in the heart of Steinbeck Country, the school is a short distance from the beautiful Monterey Peninsula and the quaint town of Carmel. Please send resumes to P.O. Box 2051, Salinas, CA 93902 or call 408/455-1546. Fax # 408/455-9628.

MONTESSORI SCHOOL OF FREMONT seeks ***ELEMENTARY TEACHER*** for one of two classes of 24 children. *Ideal* candidate will have *both* primary and elementary Montessori teaching experience not less than three years total. AMI-training is preferred, but not mandatory. Temporary residence is available for relocating to Northern California.

Former Montessori primary students predominate our elementary enrollment because we draw applicants from our four campus (400 total children) primary school. Nienhuis materials predominate our environments because Nienhuis USA and Northern California Training Center are nearby.

Elementary program is off the East court yard of a mission-style 16,000 sq.ft. Montessori school, constructed in 1983 and designed specifically for the needs of young children. Palm and pine trees set off our three acre campus. Historic Mission San Jose, one of the original chain of Spanish colonial missions in California, is a few steps away. Fremont is at the edge of California's "Silicon Valley" region and only forty minutes away from downtown San Francisco by the BART rapid trail.

Please send C.V. or resume to Montessori School of Fremont, Attn: Cynthia Leahy, 155 Washington Blvd., Fremont, CA, 94539, USA. FAX USA 408/662-9710 for immediate consideration.

MONTESSORI SCHOOL OF FREMONT (See above) seeks **TWO PRIMARY TEACHERS.** *Ideal* candidate will have not less than two years experience directing children in Montessori primary environment. AMI training preferred. Temporary residence is available for relocating to Northern California.

Please send C.V. or resume to Montessori School of Fremont, Attn: Cynthia Leahy, 155 Washington Blvd., Fremont, CA 94539, USA. FAX USA 408/662-9710 for immediate consideration.

ST. HELENA MONTESSORI SCHOOL, serving ages 3-12, seeking AMI Primary Directress for September 1996 and beyond. We are a small, Catholic, Montessori School located in the beautiful Napa Valley wine country near San Francisco, Berkeley, mountains and seashore. Founded in 1981, we are well-established with stable enrollment and extremely supportive parent body, AMI-trained administration and staff, competitive salary and benefits. Please send resume and references to 1328 Spring St., St. Helena, CA 94574; 707/963-1527

Sparrow Creek Montessori School is looking for a Montessori assistant or directress for our 2½-6 year old program. Please send resume to Bonnie Bittel, Sparrow Creek School, 304 Caledonia Street, Sausalito, CA 94965 or call 415/332-9595.

CONNECTICUT

THE MONTESSORI SCHOOL OF GREATER HARTFORD, INC. is seeking an *experienced AMI Elementary teacher* and an *experienced AMI Primary teacher* to begin in the fall of 1996. We are a private non-profit school located in the southern New England town of West Hartford, Connecticut. We were established in 1964 and currently have an enrollment of 120 students. Our faculty comes from diverse backgrounds and we strive to maintain a diverse student population. The school has a supportive administration and provides the benefits of health and long term disability insurance. Salary is commensurate with education and experience. *Please send resumé to Montessori School of Greater Hartford, Inc., c/o Carol Kuszik, 141 North Main Street, West Hartford, CT 06107.*

DELAWARE

Elementary Workshop seeks certified Montessori teachers for our 26th year to begin full-time in August 1996. We are a non-profit, independent, Montessori school for ages 3-12 located in downtown Wilmington, Delaware. Our school offers a dedicated, experienced staff, supportive parent group, beautiful historic building and plans for expansion. The Wilmington area has many cultural, academic and athletic activities. Send resume to 502 Pine Street, Wilmington, DE 19801.

FLORIDA

The Academy at Ocean Reef

Our Academy is an independent private school located 60 miles south of Miami within the gates of one of the most prestigious private clubs in the country. The Academy is six years old, accredited by the Florida Kindergarten Council, well financed, and is comprised of 60 students in grades pre-school through 6th, with ten faculty members.

We are looking for a full Academic Dean/School Administrator with a masters or doctorate in Elementary Education and experience in the Core Knowledge Program.

Duties will include establishment of curriculum through second accreditation, coordination of fund raising efforts, working closely with the faculty and board to implement new policies, and serving as the school administrator.

Resumes should be sent with a letter of interest and three references to: Penny Stamps, 7 Osprey Lane, Key Largo, FL 33037, Fax #305/367-3798.

ADMINISTRATOR POSITION. Founded in 1973, this expanding school of 130 students (ranging in age from 18 months to 9 years old) is located upon Amelia Island on Florida's Atlantic coast.

Prefer candidates with Montessori experience, BS in Education and knowledge of financial management.

Position requires ability to perform tasks of Headmaster/Principal, including but not limited to: constant interaction with students, parents, staff and Board of Directors.

Benefits: Health insurance, pension after two years, and 40% tuition discount.

Please send resume to: ADMINISTRATOR SELECTION COMMITTEE, Amelia Island Montessori School, Amelia Island Plantation, Amelia Island, Florida 32034, Attn: Christa Courson.

Little Flower Montessori in Fort Lauderdale, Florida, is looking for enthusiastic Primary and Elementary AMI trained teachers to help guide its students. If you are deeply committed to the Montessori philosophy; believe highly in the importance of teaching peace keeping/conflict resolution skills to your students; believe in the importance of developing global awareness within our children, and are looking for a warm, supportive school environment in which to work, then we encourage you to apply! All interested applicants may contact Mary Byrd at 305/565-8205 (W) or 305/563-3664 (H). In addition, a resumé and two (2) letters of recommendation should accompany a cover letter explaining your views toward Montessori education and your goals as a Montessori teacher. Our mailing address is 533 East Oakland Park Blvd., Ft. Lauderdale, FL, 33334. Little Flower offers highly competitive salaries and will pay travel expenses for qualified candidates to come and visit our school in person. As we prepare for our 21st year and our move to a new campus, we hope you will be here to share our excitement with us.

Here is a wonderful opportunity to be part of an established AMI school in Tampa, Florida. Dedicated parents insist we start an elementary program for their well prepared children. We want to sponsor a mature, dedicated and enthusiastic person willing, with the help of an elementary trained administrator, and parents to start a program for 6 to 9 year olds beginning September, 1996. Our preference for a training center is Kansas City. Please respond as soon as possible. Polly Nelson, Montessori Country Day School, 5705 Interbay Boulevard, Tampa, Florida 33611, 813/831-4378.

Montessori Teachers Toddler through Elementary. Join a staff that knows what TEAM really means! Our 5 acre school of thirteen years is just two miles from the Gulf beaches and nature parks. Programs for 2 to 12 year olds. Enrichment subjects: ballet, gymnastics, art, P.E., music and much more. We are devoted to providing quality Montessori education for students in a peaceful, nature, warm, loving environment. School year and summer openings, also willing to sponsor interns. Please contact Christine Norbom or Joy Magnon, Palm Harbor Montessori Academy, 2313 Nebraska Ave., Palm Harbor, FL 34683, 813/786-1854.

Convert your AMI Training into a Master's Degree at Cleveland State University, Cleveland, Ohio

- *University course work can be completed in two consecutive, six-week summers.*
- *Transfer credit granted for your AMI diploma.*
- *Specialization in either elementary or primary.*

Contact the Montessori Teacher Education Collaborative at 216-421-1905.

JOB BULLETIN May 1996

TIRED OF THE COLD AND SNOW? Virginia Shuman Young Elementary wants YOU!! Applicants must be FL state and Montessori certified. Please fax or send resume to: Virginia Young Elementary, 101 N.E. 11th Avenue, Ft. Lauderdale, FL 33301, Fax # 954/768-8117.

ILLINOIS

Countryside Montessori School seeks experienced AMI 6-12 teacher for expanding program to teach at either 6-9 or 9-12 level. Because of increased enrollment at the Primary level there will be need for an additional elementary teacher. The elementary program is in its 26th year and has been directed by AMI trained elementary teachers throughout. Founded in 1967, Countryside Montessori School is a not-for profit school, professionally administered on its own campus in a northern suburb of Chicago. Stable staff. Two of our primary teachers are former students at our school. A building project completed in the fall of 1995, added space for two elementary classrooms, two primary classrooms, administrative offices and a 2500 sq. ft. gym. Comprehensive program for children birth to 12 years with in-school physical education program, foreign language and pool. Current enrollment 125 children with 25 enrolled in Care Club program which operates with separate staff. School fully accredited by AMI and Independent Schools Association of the Central States (ISACS). The leadership of the school is active at the state and national level and takes seriously the responsibility of providing the appropriate working environment for the teaching staff so they in turn can provide the best for the children. The school compensates its staff accordingly. Fifteen-step salary schedule range from $40,000-$58,395. In order to encourage teachers to remain with a class for at least three years, the school pays a $10,000 service bonus over first four years. Qualified applicants may call Annette Kulle, collect, 847/498-1105, day or evenings. Countryside Montessori School, 1985 Pfingsten Road, Northbrook, IL 60062.

Forest Bluff School: housed in two beautiful new buildings. Situated in quiet village, 4 blocks from Lake Michigan on Chicago's North Shore. 175 children, Parent/Infant to Secondary Level. Director: Paula Lillard. Primary Level Director opening for fall of 1996. Apply to: Forest Bluff School, 8 W. Scranton Ave., Lake Bluff, IL 60044. Tel. 847/295-2098, Fax 847/295-8178.

NEAR NORTH MONTESSORI, 1434 West Division Street, Chicago, IL 60622, 312/384-1434. Near North Montessori is seeking an experienced 6-9 teacher for the 1996-97 school year. Near North Montessori, established in 1963, is a large, urban school located 1 mile from Lake Michigan. The school has easy access to the many art galleries, museums, theaters, and architectural tours that are the hallmark of Chicago's stimulating urban environment. The school has two infant, five primary, five lower elementary, four upper elementary, and three adolescent classes. Enrollment totals 500 children. The school has a library, swimming pool, two gyms, a theater, a dance studio, sunny courtyard, and a large playground. AMI-trained administrator, Jacqueline Bergen, has a reputation for supportive direction. The staff is comprised of experienced and new teachers. Weekly staff meetings and in-service days provide opportunities for good communication and support. Qualified learning specialists are available for consultations with staff, children, and parents. We sponsor AMI trainees with a $12,000 loan/grant program with a four-year employment commitment. All classrooms are completely equipped with Montessori materials. Individual classroom budgets provide for additional materials and supplies. Benefits include 10 paid sick days, major medical insurance, life insurance, short- and long-term disability insurance, all expenses paid for staff workshops and conferences (both in town and out-of-town.) $600 additional compensation for 5-day, overnight elementary trips. Salaries are commensurate with living expenses in an exciting, big city. Easy access to public transportation. Ample, free parking. *Send inquiries to Jacqueline A. Bergen, Executive Director.*

Interested in pioneering the Erdkinder? Contact Paula Polk Lillard, author *Montessori Today: A Comprehensive Plan of Education from Birth to Adulthood,* 1340 N. Waukegan Rd., Lake Forest, IL 60045, Tel. 847/295-2098, Fax 847/295-8178.

MARYLAND

9-12 and 6-9 Montessori Teachers Needed: Bowie Montessori Children's House, est. 1966, is looking for an AMI trained 9-12 and a 6-9 Montessori teacher for our expanding Elementary program for the 1996-97 school year. The school is located on 22 beautiful acres, sections of which are forested. Thriving Primary, Elementary and Junior High School programs directed by enthusiastic and committed staff also operate on the site. All interested persons are invited to contact Anne T. Riley, Headmistress, Bowie Montessori Children's House, 5004 Randonstone Lane, Bowie, MD 20715, 301/262-3566.

Bowie Montessori Learning Center, an AMI school, established in 1992, seeks an exceptional AMI Primary Directress for fall, 1996. This rewarding position requires a nurturing, energetic, AMI dedicated person, with a strong foundation in Montessori theory, and interpersonal communication skills. We presently have one primary class of 24 children ages 3 to 6 years old, and one elementary class of 12 children ages 6 to 12 years old. As a new school, we are in an exciting period of growth and expansion, with plans in progress for the construction of a new building within the next year or two. We are conveniently located near Washington, DC, Baltimore, and Annapolis, Maryland. The school is governed by a Board of Directors that is composed of the Educational Director/Elementary Directress (Suzanne Damadio) and the Business Manager. Salary is commensurate with experience and education. Please send resume to: Bowie Montessori Learning Center, 3501 Moylan Drive, Suite 15, Bowie, Maryland 20715, or call Ann Pezzullo 301/464-4506.

Seeking Toddler, Primary and Elementary Teachers. Located in beautiful Southern Maryland. Send resume to Starmaker Learning Center, 404 Cottonwood Pkwy, California, MD 20619. 301/863-7740.

MASSACHUSETTS

The Montessori School of Northampton is looking for an experienced Director/Directress to start up a 9-12 program over a three year period starting in the Summer of 1996.

We are looking for candidates with experience in the classroom, strong interpersonal skills and a sense of humor! We offer a supportive head, board & staff, competitive salary and good benefits.

The Montessori School of Northampton is located in the heart of Western Mass. Close access to the Berkshires, Boston and New York City as well as the beautiful Vermont hills makes us an ideal location.

Please address your resume to: Susan Swift, The Montessori School of Northampton, 51 Bates Street, Northampton, MA 01060 - 413/586-4538.

MICHIGAN

Primary & Elementary Teachers needed immediately for an Extended Day and 6-9 classroom. Classrooms are established and have an assistant. Excellent pay, full medical & dental benefits with opportunities for responsibilities/advancement. Mail handwritten cover letter, resume with references to: Maria Montessori Ctr., 32450 W. 13 Mile, Farmington Hills, MI 48334 and call collect after 7PM EST at 810/362-2442.

Petoskey, voted one of the nation's "Top Cities" in which to live, is seeking a qualified Infant Directress and an Administrator/Educational Director. Responsibilities of Directress include: managing and directing infant and toddler environments and providing on-going parental educational sessions. Ideally, Administrator candidates would have a background in Montessori in order to help plan and direct the school's Infant, Primary and Elementary programs. Equally important is the ability to interact with parents, students and the public. Competitive salary and benefits. Please send resume and cover letter to: Montessori Children's House, 1560 E. Mitchell, Petoskey, MI 49770, ATTN: Michele Sturt, or phone: 616/347-3003, Emily.

MINNESOTA

AMI qualified and experienced teacher for a Montessori School located in a western suburb of Minneapolis. Good salary and benefits. Send your resumé to: BASSETT CREEK MONTESSORI SCHOOL, 4735 BASSETT CREEK DRIVE, GOLDEN VALLEY, MN 55422, or call ROHAN or HELEN 612/521-2232, 612/546-6608 telefax.

MISSOURI

The Kansas City Missouri School District is seeking qualified candidates to sponsor for Montessori Primary and Montessori Elementary Teacher training. Our District has three public Montessori schools, all teachers are Montessori trained, and we have the equipment necessary to provide a first-rate Montessori educational experience for our children. For more information, please call Frank Vincent at 816/871-0200.

NEVADA

AMI Primary teaching position available. Please send resume and credentials to: S. Honest, 5566 Oxbow, Las Vegas, NV 89119.

NEW JERSEY

AMI school established in 1965 seeking a **Primary Guide** for a new class. Come join our dedicated supportive faculty. Spacious well equipped classrooms. Lovely country setting located 1 hr from Jersey seashore and within easy commute of Philadelphia with its fine educational, cultural and entertainment offerings. Salary commensurate with experience. Contact Ellen Fox, Montessori Academy of New Jersey, 28 Conrow Rd., Delran, NJ 08075, 609/461-2121.

Elementary Guide. Come join our dedicated supportive faculty. Spacious well equipped classrooms. Lovely country setting located 1 hr from Jersey seashore and within easy commute of Philadelphia with its fine educational, cultural and entertainment offerings. Salary commensurate with experience. AMI school established in 1965. Contact: Ellen Fox, Montessori Academy of New Jersey, 28 Conrow Rd., Delran, NJ 08075, 609/461-2121.

NEW MEXICO

Come to enchanting New Mexico and join Frank Leto and our professional AMS and AMI teaching staff. Our established school of about 200 students ages 2-12 is housed in a 15,000 sqft building on approximately 5 acres of play space. If you are enthusiastic about educating the "whole child" and seek an atmosphere of respect and academic excellence, contact Algene Herrick-Director, The Montessori School, Inc., 505/344-7402 or send your resume to 3821 Singer Blvd. NE, Albuq. NM 87109.

NEW YORK

The Maria Montessori School and the Anne Frank Montessori School will be accepting applications for teaching positions. Primary & Junior AMI certified. Immediate visa available. Fully equipped Nienhuis and hand made materials. Attractive salary, fringe benefits. We are looking to begin 0-3 class. If anyone is interested in receiving training, please contact our office. Administrative position opening - apply with experience. Located on Long Island, outside NYC. Contact Carolyn Larcy, Maria Montessori School, Box 276, Massapequa, NY 11758, 516/520-0301.

NORTH CAROLINA

Small, private AMI school seeking AMI-trained primary teacher. Easy-going, appreciative atmosphere. New facilities backing onto lovely 120-acre wooded park. Administrator is AMI-trained. Send resume: Anami Montessori School, 2901 Archdale Drive, Charlotte, NC 28210, 704/556-0042.

OHIO

Ruffing Montessori School, serving 300 students ages three through 14, is looking for an elementary trained (6-12) teacher. Located in Cleveland Hts., OH, the school has access to educational experiences in both urban and rural environments. The Cleveland area offers affordable housing, cultural and fine arts opportunities, and leisure and sports activities. Send resume to: Bob Fleischhacker, Principal, 3380 Fairmount Blvd., Cleveland Hts., OH 44118.

PENNSYLVANIA

Beaver Valley Montessori School is seeking a qualified applicant for a part-time (21 classroom hours) teaching position. Candidates must possess an undergraduate degree. Montessori 3-6 training preferred. Potential for full-time employment. Contact: Administrator, BVMS, Inc., 855 Second Street, Beaver, PA 15009.

SOUTH CAROLINA

Lower Elementary AMS/AMI certified teacher for 96/97 academic year. Beautiful S.C. coastal community with school located in historic district. Growing school population, currently serving 90 students, ages 18 months-12 years. Established in 1973, ECS is a non-profit school that embraces cultural diversity. Send resume of experience to Lower Elementary Teacher Search, E.C. Montessori School, PO Box 1438, Beaufort, SC 29901.

TENNESSEE

The Maria Montessori School located in downtown Memphis, TN, is seeking an AMI elementary guide for 1996-97 school year. The Maria Montessori School is 10 years old with a growing enrollment of 100+ children, ages 2½-15. Located in a planned residential community the school is nestled on the banks of the mighty Mississippi River. Send letter of interest and resume to: Maria Montesson

School, 740 Harbor Bend Rd., Memphis, TN 38103, Attn: Maria Schuermann-Cole.

TEXAS

Barbara Gordon Montessori School serving 140 children 18 months to 9 years seeks an AMI trained guide for an established 3-6 class beginning August 1996.

Established in 1971, Barbara Gordon Montessori School is situated on 5 lovely acres in a culturally diverse community between Dallas and Fort Worth.

Salary commensurate with experiences. Benefits. Supportive and friendly staff.

Please call Barbara Gordon, 817/354-6670, or fax resume to 817/354-6665, or mail to 1513 Hall Johnson Road, Colleyville, TX 76034.

Clear Lake Montessori, a well established school, is seeking a certified 6-9 teacher to begin August 1, 1996. Please send resume to: 16300 Sea Lark Rd., Houston, TX 77062.

Community Montessori School is seeking a 12 month Director to begin in mid-July 1996. CMS is an established 15 year old school and now serves 80 children with a Toddler, 3 Primaries and 1 lower Elementary program. Such as we are a non-profit parent co-op, we have tremendous parent support and a marvelous talented AMI staff. We are growing rapidly and are working toward an upper Elementary program. Because of our growth, we're in the process of building a new school on a 13 acre site here in Georgetown, TX. Historic Georgetown has a small town charm and is located in the heart of the rolling hill country. We are the home of beautiful Southwestern University and just minutes away from the state capital, Austin.

This position is a great opportunity for a person with excellent communication and leadership abilities. The qualified applicant should have strong financial and administrative skills, as well as the ability to work with a parent board of directors to promote an atmosphere of open communication. Experience in Fund Raising and working with architects is a plus. Montessori experience preferred but not required. Once aboard, a dedication to a Montessori education is a must. Salary range is between $25 and $27,000. Please send resume and personal letter to Searching Committee, c/o Carney Harned, 1103 Walnut St., Georgetown, TX 78626. 512/863-8463.

New Era Montessori School is looking for a Montessori teacher for the 3-6 year old program. Please send your resume to Ms. Natwa, New Era Montessori, 10401 Anderson Mill Rd., #109B, Austin, TX 78750, or call 512/331-5328.

Montessori school in Plano, TX needs a certified teacher and assistant. Call 214/867-9467

ST. CATHERINE'S MONTESSORI is a private, non-profit school celebrating its 30th year. Our Director is AMI-certified. As our school population continues to grow (currently 170 students), we seek teachers at the following levels for the 1996-97 school year:

Elementary & Primary: Positions begin August 1, 1996. Undergraduate degree and two years of AMI or AMS experience are required.

Middle School: We seek a unique, creative and highly accomplished teacher to start our middle school in August 1996. Small class in first year will allow adequate time to organize and develop this exciting adolescent program. Position begins June 10, 1996, with extensive 8-week summer study program on meeting the needs of early adolescents; creating responsive learning environments based on Montessori's vision and the latest research; organization, structure and operation. Candidate must have K-8 teaching certificate, or 24 undergraduate or graduate semester credits in a field of study.

St. Catherine's Montessori is one of Houston's most respected private schools. Diverse religious and cultural backgrounds are represented in the student body. Campus includes 20,000 square foot, castle-shaped building and three acres of enhanced playground space, with ballfields, a track and nature areas for the study of plant and animal life. St. Catherine's is located near Hermann Park & Zoo, the Texas Medical Center, Rice University and the Museum District.

Interested candidates for these positions are invited to send letter and resume, or call: St. Catherine's Montesson, P.O. Box 20728, Houston, Texas 77225-0728; Attn: Theresa Rourke, Administrator; Tel. 713/665-2195.

Actively seeking an experienced AMI Directress/Director for new Lower Elementary class of 6-10 students. Primary experience required if new graduate of Elementary training. Start August 1996. Tierra Vista is an AMI Recognized school. Located in Texas hill country on 700 acres. Contact Annie or Martha at 512/264-0234, FAX: 512-264-0085.

VIRGINIA

Ghent Montessori School is seeking Primary and Elementary teachers for the 1996-97 school year to fill positions due to expansion plans. We are also seeking an interim Primary teacher during the current school year.

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Resumes and references may be sent to: Greenfield Montessori School, 1711 South 35th Street, Milwaukee, WI 53215, or MacDowell Montessori School, 1706 West Highland Avenue, Milwaukee, Wisconsin 53233.

WYOMING

PRIMARY TEACHER

The Montessori School of Casper is looking for an AMI Certified Primary Guide for 1996-97 school year. Our school is the only AMI school in Wyoming. Casper is located in central Wyoming and offers a wide variety of recreational and cultural opportunities plus a community college which is an extension of UW. Please contact Marilyn Lojo at 307/265-3680 or Kent Van Arsdol at 307/237-3820.

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north american montessori teachers' association

The 1996-97 NAMTA Salary Survey

In May 1996, with the assistance of the Corvallis Montesson School (Corvallis, Oregon), NAMTA conducted a salary survey of Montesson schools in North America. Three hundred thirty-eight responses were received from a diverse mix of Montessori schools in both countries. The survey asked for information on the **1996-97 school year**. The results are interpreted here by Greg Johnson (a statistician, Montessori parent, and board president at Corvallis Montessori School) and David Kahn (executive director of NAMTA).

I. School Sample

The survey was sent directly to all North American schools in the NAMTA database (approximately 2,000) plus all individual members (approximately 2,000) in the hope that they would pass them along to their schools. The size of responding schools ranged as follows[1]:

- <50 students: 16%
- 50-99 students: 34%
- 100-199 students: 32%
- 200-299 students: 11%
- 300+ students: 5%
- (2% did not report school size)

II. Teacher Compensation

A. Ranges of Salaries

The survey asked for annual "**entry-level** salaries *typical* for your school" at each age level—infant/toddler, 3-6, 6-9, 9-12, 12-14, and administrator—and with a variety of experience levels (newly trained, 1-5 years' experience, 6-10 years' experience, and >10 years' experience).

Tables 1 through 6 show the distribution of starting salaries reported for each age level. To facilitate this comparison, "outliers" (very high and very low responses) were eliminated and only schools reporting an **academic-year calendar** were included.[2] These criteria narrowed the field to 240 responses. Not all schools reported salaries at all age and experience levels. Total number of responses for each category is indicated. Salaries are in U.S. dollar equivalents, with Canadian funds converted by a factor of .75.

The salary distribution for each age level is shown in $3,000 increments, with each column representing a different experience level (newly trained, 1-5 years' experience, 6-10 years' experience, and >10 years' experience). Shading designates ranges that are comparatively "high," "medium," or "low," with "medium" being defined as a cluster of salaries with roughly the same percentages above and below it ("high" and "low"). "Competitive ranges" are designated, from the highest of the "medium" salaries to the lowest of the "high" salaries, to represent salaries schools might be expected to pay in order to attract the most qualified candidates. These ranges are given at the bottom of each column of Tables 1 through 6, corresponding to each age and experience level. Although this process was admittedly arbitrary, it was thought that this type of analysis would be useful to readers.

[1] Percentages in this report are rounded to the nearest whole number. Due to rounding, they may not always add up to 100%.

[2] The survey asked, "Over how many months are salaries earned?" An academic year was defined as an answer ranging from 9 to 11 months. Schools with an academic-year calendar commonly write contracts for 9 to 11 months even though these contracts refer to an academic year of employment.

A Practical Newsletter for NAMTA Members

Job Bulletin.....page 10

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Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
< $9,000	7%	3%	4%	2%
$9,000-$11,999	18%	8%	4%	
$12,000-$14,999	19%	12%	7%	4%
$15,000-$17,999	26%	20%	13%	11%
$18,000-20,999	16%	25%	23%	20%
$21,000-$23,999	9%	10%	21%	9%
$24,000-$26,999	3%	15%	9%	20%
$27,000-$29,999	3%	2%	9%	4%
$30,000-$32,999		3%	9%	7%
$33,000-$35,999			2%	13%
$36,000-$38,999				
$39,000-$41,999				7%
Total Responses	74	60	56	45
Competitive Range	$18,000-$23,999	$24,000-$29,999	$27,000-$32,999	$30,000-$41,999

Table 1. Starting Salary Ranges for 0-3 Teaching Level

Ranges for Primary (3-6) Level: Tables 2 and 3

Table 2 presents the ranges of salaries reported for starting primary (3-6) faculty. Shaded areas represent the "high," "medium," and "low" ranges described above.

Table 3 compares the present survey's primary starting salaries for newly trained teachers with those reported in a 1987 NAMTA salary survey (Kahn, 1988). Shaded areas represent a concentration of the salaries of approximately the middle 80% of respondents. This range has jumped from $8,000-$17,999 in 1987 to $12,000-$23,999 in 1997.

Ranges for Infant/Toddler (0-3) Level: Table 1

It is possible that the low-range salaries (< $9,000) at this age level represent half-day salaries. The survey did not make a distinction between half- and full-day infant programs. Infant-level starting salaries for newly trained teachers range lower than those for other age levels, but with experience, infant/toddler teachers generally catch up with their colleagues teaching at other age levels.

Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
< $9,000	1%	1%	1%	
$9,000-$11,999	7%	2%	1%	2%
$12,000-$14,999	14%	10%	1%	
$15,000-$17,999	28%	19%	13%	8%
$18,000-$20,999	28%	26%	21%	14%
$21,000-$23,999	14%	19%	18%	11%
$24,000-$26,999	8%	16%	14%	21%
$27,000-$29,999	2%	4%	16%	10%
$30,000-$32,999		3%	11%	10%
$33,000-$35,999		1%	2%	12%
$36,000-$38,999			1%	3%
$39,000-$41,999			1%	5%
$42,000-$44,999				
$45,000-$47,999				1%
$48,000-$50,999				1%
$51,000-$53,999				
$54,000-$56,999				
$57,000-$59,999				
$60,000-$62,999				
$63,000-$65,999				1%
Total Responses	189	166	140	109
Competitive Range	$21,000-$26,999	$24,000-$29,999	$27,000-$32,999	$30,000-$44,999

Table 2. Starting Salary Ranges for 3-6 Teaching Level

1997 Survey		1987 Survey	
Range	Newly Trained	Range	Newly Trained
< $9,000	7%	$4,000-$4,999	1%
$9,000-$11,999	18%	$5,000-$5,999	2%
$12,000-$14,999	19%	$6,000-$7,999	3%
$15,000-$17,999	26%	$8,000-$9,999	11%
$18,000-20,999	16%	$10,000-$11,999	17%
$21,000-$23,999	9%	$12,000-$13,999	24%
$24,000-$26,999	3%	$14,000-$15,999	29%
$27,000-$29,999	3%	$16,000-$17,999	9%
$30,000-$32,999		$18,000-$19,999	4%
$33,000-$35,999		$20,000-$21,999	1%
$36,000-$38,999		$22,000-$23,999	
$39,000-$41,999		$24,000-$25,999	
Total Responses	74	Total Responses	207

Table 3. Comparison of 1997 and 1987 Newly Trained Primary (3-6) Salaries

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Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
$9,000-$11,999	2%			
$12,000-$14,999	4%	1%		
$15,000-$17,999	10%	11%	4%	
$18,000-20,999	39%	16%	11%	4%
$21,000-$23,999	22%	32%	15%	10%
$24,000-$26,999	16%	19%	22%	19%
$27,000-$29,999	5%	11%	18%	13%
$30,000-$32,999	2%	7%	19%	10%
$33,000-$35,999	1%	3%	5%	22%
$36,000-$38,999			3%	9%
39,000-$41,999			2%	6%
$42,000-$44,999				
$45,000-$47,999				3%
$48,000-$50,999				1%
Total Responses	127	108	93	67
Competitive Range	$21,000-$26,999	$27,000-$32,999	$30,000-$35,999	$33,000-$44,999

Table 4. Starting Salary Ranges for 6-9 Teaching Level

Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
$9,000-$11,999	2%			
$12,000-$14,999	3%	1%		
$15,000-$17,999	7%	8%	4%	2%
$18,000-$20,999	39%	17%	4%	2%
$21,000-$23,999	26%	24%	14%	2%
$24,000-$26,999	15%	27%	24%	20%
$27,000-$29,999	3%	10%	15%	13%
$30,000-$32,999	2%	10%	20%	7%
$33,000-$35,999	1%	2%	10%	23%
$36,000-$38,999	1%	1%	3%	11%
$39,000-$41,999			3%	11%
$42,000-$44,999				
$45,000-$47,999				5%
$48,000-$50,999				2%
Total Responses	97	84	72	56
Competitive Range	$24,000-$29,999	$27,000-$32,999	$30,000-$35,999	$33,000-$44,999

Table 5. Starting Salary Ranges for 9-12 Teaching Level

Approx. Middle 75% of 3-6		Approx. Middle 75% of 6-9	
$10,000-$11,999	17%	$12,000-$13,999	13%
$12,00-$13,999	24%	$14,000-$15,999	22%
$14,000-$15,999	29%	$16,000-$17,999	26%
		$18,000-$19,999	12%

Table 7. Approximate Middle 75% of Beginning 3-6 and 6-9 Salaries in 1997

Ranges for Lower Elementary (6-9) and Upper Elementary (9-12) Levels: Tables 4-7

Lower and upper elementary salaries, shown in Tables 4 and 5, remain pretty even overall, but newly-trained upper elementary teachers' starting salaries are higher. This may be, in part, because graduates of 6-12 training courses (the AMI format) prefer to start at the lower elementary level. It may also reflect comparatively fewer new 9-12 graduates than new 6-9 graduates (the AMS training format).

Table 6 compares the present survey's lower elementary starting salaries for newly trained teachers with those reported in the 1987 NAMTA survey (Kahn, 1988). Shaded areas represent a concentration of the salaries of approximately the middle 80% of respondents. This range has jumped from $12,000-$21,999 in 1987 to $15,000-$26,999 in 1997.

Whereas the newly trained primary "competitive ranges" (see Table 2 above) are roughly the same as "competitive-range" newly trained lower elementary salaries, *median* (50th percentile) newly trained lower elementary salaries are 12% higher than newly trained primary medians.

Table 7 shows a comparison of approximately the middle 75% of newly trained primary and lower elementary salaries from the 1987 survey. A close look at the comparative ranges of $10,000-$15,999 for primary and $12,000-$19,999 for lower elementary indicates that the 1987 discrepancy between primary and lower elementary salaries was considerably more than the 12% discrepancy found in the 1997 survey. One explanation for this change over the last ten years may be that schools are moving toward equalizing salaries across the teaching levels—which is much better for staff dynamics—but that the market scarcity of elementary-trained Montessori teachers still raises the salaries of newly trained elementary teachers above those of newly trained primary teachers.

1997 Survey		1987 Survey	
Range	Newly Trained	Range	Newly Trained
$9,000-$11,999	2%	$4,000-$4,999	
$12,000-$14,999	4%	$5,000-$5,999	
$15,000-$17,999	10%	$6,000-$7,999	1%
$18,000-$20,999	39%	$8,000-$9,999	4%
$21,000-$23,999	22%	$10,000-$11,999	8%
$24,000-$26,999	16%	$12,000-$13,999	13%
$27,000-$29,999	5%	$14,000-$15,999	22%
$30,000-$32,999	2%	$16,000-$17,999	26%
$33,000-$35,999	1%	$18,000-$19,999	12%
$36,000-$38,999		$20,000-$21,999	12%
$39,000-$41,999		$22,000-$23,999	2%
$42,000-$44,999		$24,000-$25,999	1%
$45,000-$47,999		$26,000-$27,999	
$48,000-$50,999		$28,000-$30,000	
Total Responses	127	Total Responses	126

Table 6. Comparison of 1997 and 1987 Newly Trained Lower Elementary (6-9) Salaries

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Ranges for Adolescent (12-14) Level: Table 8

The survey sample for the adolescent level is very small and reflects a wide range of salaries. Therefore no reliable conclusions can be drawn.

Ranges for Administrators: Table 9

As with the adolescent salaries, the sample size and variation make conclusions difficult to draw. Looking at median salaries in Figure 1, however, comparisons can be made between administrators' and teachers' starting salaries. Using lower elementary as a representative teachers' salary (because it has less variation than the other age levels and tends toward the middle of the teachers' salaries), median administrators' salaries run from 17% to 30% higher than median teachers' salaries. Furthermore, administrators' salaries take a significant hike as school size increases (See "School Size and Administrator Salaries: Figure 2").

Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
$15,000-$17,999	9%	13%	6%	10%
$18,000-$20,999	48%	17%	6%	
$21,000-$23,999	22%	26%	6%	
$24,000-$26,999	17%	17%	28%	30%
$27,000-$29,999		4%	11%	
$30,000-$32,999	4%	17%	28%	20%
$33,000-$35,999		4%	6%	
$36,000-$38,999			6%	10%
$39,000-$41,999			6%	
$42,000-$44,999				10%
$45,000-$47,999				20%
Total Responses	23	23	18	10
Competitive Range	$24,000-32,999	$27,000-35,999	$30,000-$38,999	$33,000-$47,999

Table 8. Starting Salary Ranges for 12-14 Teaching Level

Range	Newly Trained	1-5 Years' Exper.	6-10 Yrs' Exper.	> 10 Yrs' Exper.
< $9,000	2%	2%		2%
$9,000-$11,999	2%			
$12,000-$14,999	4%	2%		
$15,000-$17,999	12%		3%	2%
$18,000-$20,999	21%	18%		2%
$21,000-$23,999	7%	8%	8%	2%
$24,000-$26,999	21%	14%	13%	12%
$27,000-$29,999	2%	4%	5%	5%
$30,000-$32,999	9%	14%	16%	14%
$33,000-$35,999	9%	14%	5%	10%
$36,000-$38,999	4%	10%	13%	5%
$39,000-$41,999	4%	2%	11%	14%
$42,000-$44,999		2%	5%	2%
$45,000-$47,999		2%	5%	7%
$48,000-$50,999	4%		8%	7%
$51,000-$53,999				
$54,000-$56,999		2%		2%
$57,000-$59,999				
$60,000-$62,999	2%		3%	2%
$63,000-$65,999				
66,000-68,999				
69,000-71,999		2%		5%
72,000-74,999				
75,000-77,999				
78,000-80,999			3%	
81,000-83,999				2%
84,000-86,999				
87,000-89,999				
90,000-92,999				2%
Total Responses	57	50	38	42

Table 9. Starting Salary Ranges for Administrators

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Age and Experience Level	25th Percentile	50th Percentile (Median)	75th Percentile	Number of Responses
Newly Trained				
Infant/Toddler	$12,000	$15,000	$18,800	91
Primary	$15,400	$17,900	$20,000	224
Lower Elem	$18,200	$20,000	$23,800	151
Upper Elem	$19,000	$20,300	$23,200	110
Adol	$18,600	$20,000	$22,100	27
Admin	$18,000	$24,000	$30,000	68
1-5 Years Experience				
Infant/Toddler	$14,900	$18,000	$21,500	76
Primary	$16,800	$20,000	$23,000	199
Lower Elem	$20,200	$23,000	$25,900	127
Upper Elem	$20,000	$23,100	$25,900	88
Adol	$20,000	$22,200	$27,100	26
Admin	$23,000	$30,000	$35,900	59
6-10 Years Experience				
Infant/Toddler	$16,900	$21,000	$25,200	71
Primary	$19,400	$23,000	$27,500	171
Lower Elem	$23,000	$26,400	$30,000	110
Upper Elem	$24,000	$27,000	$30,900	78
Adol	$24,500	$26,800	$31,600	22
Admin	$27,000	$34,000	$43,200	49
>10 Years Experience				
Infant/Toddler	20,000	24,000	30,000	54
Primary	21,800	26,000	31,000	133
Lower Elem	26,000	30,000	35,400	82
Upper Elem	26,900	33,500	36,400	61
Adol	26,900	30,000	40,000	13
Admin	30,000	35,000	43,400	50

Table 10. Percentile Rankings of Starting Salaries at All Age and Experience Levels

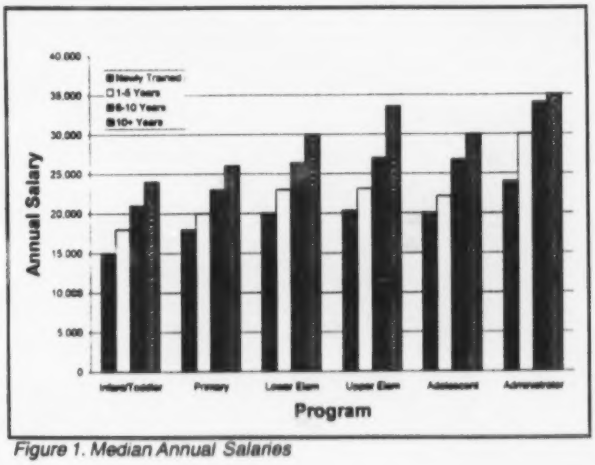

Figure 1. Median Annual Salaries

B. Percentile Rankings and Overall Trends

Percentile Rankings: Table 10

Table 10 shows percentile rankings[3] for the salaries by age level and experience level. Outliers were eliminated and Canadian dollars were converted to U.S. equivalents by a factor of .7275. Total number of responses for each category is indicated. (Not all schools have all programs, nor did all schools provide data on all experience levels.) **All school calendars** (both academic year and year-round) are included. There is clear evidence of a premium for both age level and experience.

Median Salaries: Figure 1

Figure 1 shows the median (50th percentile) for each category in U.S. dollar equivalents (conversion factor .7275), with all school calendars included.

The National Association of Independent Schools (NAIS) reported in 1996 *(NAIS Statistics 1996)* a median salary for beginning elementary teachers of $22,000. NAMTA's medians for beginning lower elementary ($20,000) and upper elementary ($20,300) teachers are about 10% lower. (Because of differences in the survey questions, beginning elementary is the only salary that can be compared between the two surveys.)

[3] For example, 25% of the responses in any particular category fall below the salary cited as the "25th percentile." Likewise, 50% fall below the salary cited as the 50th percentile, and 75% fall below the salary cited as the 75th percentile. The 50th percentile is also known as the *median*, the point below which there are as many responses as above.

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Subsidy per Year	% of Schools
< $200	29%
$200-$399	34%
$400-$599	21%
$600-$799	5%
$800 and up	11%

Table 12. Annual Subsidy for Professional Development

Additional Compensation for Attained Degrees: Table 11

Table 11 shows salary premiums given for attained degrees. Forty-eight percent of the responding schools offer more pay for baccalaureate or advanced degrees attained after hiring. Of these, more prefer offering a fixed sum versus a percentage increment.

Degree	% of Schools Using Fixed Dollar Premium	Median Fixed Premium	% of Schools Using Percent Premiums	Median % Premium
BA/BS	9%	$1,368	4%	5.9%
MS	14%	$1,007	6%	6.2%
PhD	4%	$1,646	2%	7.9%

Table 11. Additional Compensation for Attained Degrees

C. Benefits

Compensation Packages

Compensation packages include other benefits in addition to salaries for many schools (medical coverage reported by 66% of respondents, pension 26%, disability coverage 24%, and "other benefits" 30%). Some schools (39%) offer special programs and incentives to their employees, such as the following:

- Free or discounted tuition for faculty children.
- Additional pay for additional responsibilities (administration, after-school care, parent education, etc.).
- Accumulation and/or reimbursement of unused sick and personal leave.
- Merit raises and bonuses.
- Holiday bonuses.
- Montessori training sponsorship.

Subsidies for Professional Development: Table 12

Two hundred twenty-four schools (66% of respondents) say they subsidize professional development. Most subsidies range from under $200 to about $600. With the tab for attending a national conference running at about $800 to $1,000 (including transportation, registration fee, lodging, and food), it is clear that many teachers who choose to attend a national event are paying all or part of their own professional development. In addition, most are probably limited to one such event a year.

Age Level	Region	25th Percentile	50th Percentile (Median)	75th Percentile
Infant/Toddler	Canada	$16,300	$19,600	$20,100
	Midwest	$10,100	$13,000	$16,500
	Northeast	$12,800	$15,700	$20,000
	Southeast	$13,000	$14,700	$20,000
	West	$12,600	$16,000	$17,600
Primary	Canada	$14,500	$16,400	$18,200
	Midwest	$14,200	$17,200	$20,000
	Northeast	$17,000	$19,000	$22,000
	Southeast	$14,000	$17,000	$20,000
	West	$16,000	$17,600	$19,300
Lower Elem.	Canada	$16,700	$18,200	$20,500
	Midwest	$19,000	$20,500	$25,000
	Northeast	$19,000	$20,900	$23,100
	Southeast	$18,000	$19,800	$22,000
	West	$19,000	$21,200	$24,500
Upper Elem.	Canada	17000	18900	22600
	Midwest	19000	22500	25000
	Northeast	19000	20900	23500
	Southeast	18800	20000	21600
	West	19400	21200	23000
Adolescent	Canada	17400	19400	21800
	Midwest	19000	19500	24800
	Northeast	17500	19000	20500
	Southeast	19600	20000	22000
	West	19600	20000	21900
Administrator	Canada	18200	19600	29100
	Midwest	19000	24000	27000
	Northeast	22000	25000	35000
	Southeast	18000	25000	30000
	West	17500	22500	28900

Table 13. Newly Trained Teachers' Starting Salaries Across All Age Levels by Geographic Region

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III. School Information

The survey attempted to answer several common questions about schools in relation to compensation. It explored the relationship between salaries and geographic region, school size, non-profit status, facility ownership, Montessori diploma requirement, and tuition.

A. Geographic Region: Table 13

Table 13 presents 25th percentile, median, and 75th percentile for beginning (newly trained) salaries by age level, dividing the sample into geographical regions as follows:

- Canada: Sample too small to divide further.
- Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
- Northeast: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Vermont, and West Virginia.
- Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia.
- West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, New Mexico, Oregon, Utah, Washington, and Wyoming.

States not listed were not represented in the survey responses. Canadian salaries were converted to U.S. equivalents using a factor of .7275.

The Northeast region's medians are higher than the overall medians (as reported in Table 10 and Figure 1 above) for all but the adolescent level. The largest variation from the overall median is Canada's infant-toddler salaries, 31% higher. Interestingly, for all the other levels, Canada is below the overall median. There is a slight tendency for the Southeast to be a little below the overall median, although Southeast administrator salaries are higher and adolescent salaries are equivalent to the median. The West and Midwest break nearly even against the overall median.

Age Level	Experience			
	Newly Trained	1-5 Years	6-10 Years	>10 Years
Infant/Toddler	$1,790	$2,590	$3,130	$3,300
Primary	$1,480	$2,030	$2,620	$3,510
Lower Elem.	$1,000	$1,510	$2,350	$3,000
Upper Elem.	$1,100	$1,650	$2,230	$3,290
Adolescent	$ 805	$1,600	$2,300	$4,700

Table 14. Mean Difference in Salary Between a 50-Child School and a 150-Child School

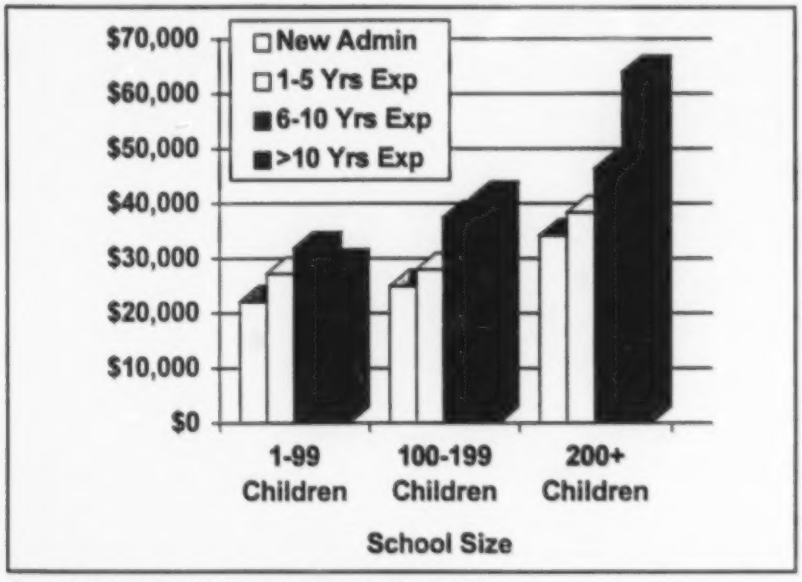

Figure 2. School Size and Average Administrator's Salary

B. School Size

School Size and Teacher Salaries: Table 14

Table 14 shows the mean (average) **difference in teacher salary** between a 50-child school and a 150-child school for all age and experience levels. The difference in school size makes more of a difference in salary as experience levels increase.

School Size and Average Administrator Salaries: Figure 2

Figure 2 shows mean (average) starting administrators' salaries at each experience level in relation to school size. Administrator salaries take a significant hike for schools with 100 students and up as compared to schools with fewer than 100 students.

C. Non-Profit Status

Asked whether they have legal non-profit status, 68% of respondents answered yes. There is a weak tendency for salaries at most age levels and most experience levels to be higher at non-profit schools. However, there are no statistically significant differences; that is to say, for-profit schools offer higher pay often enough to preclude any generalization.

MONTESSORI THEORY INTO PRACTICE

D. Facility Ownership

Forty-eight percent of the responding schools rent their facilities while 51% own them. The difference in median monthly cost in each category is surprisingly small: $2,400 a month for renters and $2,800 a month for mortgage holders. There were no statistically significant differences in salary between the two groups.

E. Montessori Diploma Requirement

The survey asked schools what their education requirements are for new hires. Few schools explicitly cited either an AMI or an AMS diploma as a prerequisite. Because of the small sample size and the considerable variation among schools, no reliable conclusion can be drawn about salary in relation to Montessori diploma requirements. As with non-profit status, there was a slight tendency for schools requiring an AMI diploma to pay more than schools citing an AMS diploma as a requirement.

F. Tuition

Tuition Ranges: Table 15

Schools were asked to report their tuition for each age level on a **ten-month basis** so that tuitions could be fairly compared. Table 15 shows the distribution of tuition by age level, including separate categories for 3-hour, 4-hour, and 6-hour primary (ages 3-6) programs. Shading indicates a mid-range concentration of tuitions within a relatively close overall distribution. There is a clear trend for tuitions to rise slightly as the child's age increases.

Tuition and Salary: Table 16 and Figure 3

The medians in Table 16 support the trend of increasing tuition with increasing student age. We compared Montessori tuitions to the tuitions reported in the NAIS survey (*NAIS Statistics*, 1996), using NAIS figures for schools of under 201 students, since this most closely matches the sizes of schools in our sample (82% of schools in the NAMTA survey are under 200).

Tuition	Infant/ Toddler	Primary 3 Hrs.	Primary 4 Hrs.	Primary 6 Hrs.	Lower Elementary	Upper Elementary	Adolescent
$1-$999	6%	2%	4%	1%	1%	1%	
$1,000- $1,999	10%	23%	5%	1%	1%	1%	3%
$2,000-$2,999	28%	43%	30%	13%	9%	10%	
$3,000-$3,999	14%	19%	40%	32%	25%	22%	22%
$4,000-$4,999	20%	9%	12%	27%	28%	27%	25%
$5,000-$5,999	11%	2%	2%	15%	17%	17%	12%
$6,000-$6,999	8%	2%	1%	6%	11%	10%	19%
$7,000-$7,999	2%	1%	1%	1%	2%	4%	12%
$8,000-$8,999	1%	1%	1%	1%	2%	2%	
$9,000-$9,999	1%		1%	1%	1%	1%	
$10,000-$10,999				1%	1%	1%	
$11,000-$11,999				1%	1%	1%	6%
Total Responses	122	247	84	267	190	139	32

Table 15. 10-Month Tuition Ranges

The median preschool NAIS tuition is $6,910, 61% higher than median 6-hour primary (ages 3-6) tuitions reported to NAMTA. The median NAIS Grade 1 tuition is $7,750, 68% higher than median Montessori lower elementary (ages 6-9) tuition.

Sixty-one percent of schools say they tie salary increases to tuition increases. It is not surprising, then, to find significant relationships between tuition and salaries for all class age levels. Figure 3 presents two examples of these relationships.

Tuition Increases: Table 17 and Figure 4

Respondents indicate that tuition is on the rise survey-wide. Table 17 displays the distribution of tuition increases in one-half percent increments over the last 5 years. Shaded areas show concentrations of 10% or more respondents. As might be expected, most of these fall between 3% and 5.5%, approximately in line with inflation. Figure 4 illustrates the median tuition increases experienced over the last 5 years.

A conclusion that might be drawn is that the generally-recommended salary increases of cost-of-living plus 2 percentage points seem to be feasible given the reported tuition increases. The large concentration of increases above 10% probably represents schools undergoing major changes: a new building, a change of base pay for teachers and/or administrator, etc.

Age Level	Median Annual Tuition
Infant/Toddler	$3,480
Primary 3-hour	$2,550
Primary 4-hour	$3,300
Primary 6-hour	$4,300
Lower Elementary	$4,600
Upper Elementary	$4,740
Adolescent	$5,440

Table 16. Median Annual Tuition by Age Level

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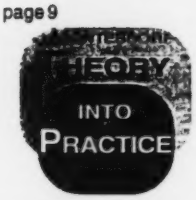

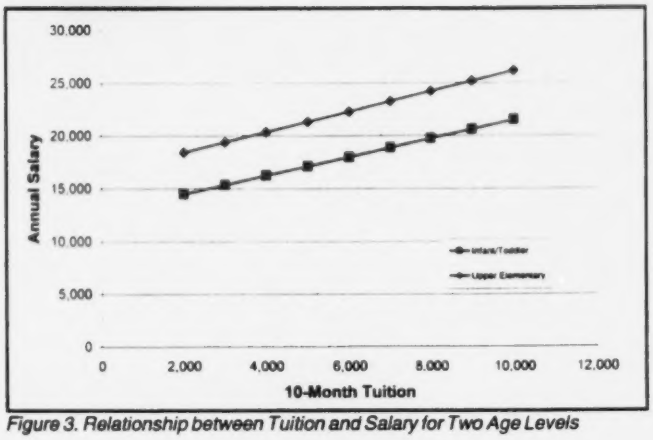

Figure 3. Relationship between Tuition and Salary for Two Age Levels

Percent Tuition Increase	1995- 96	1994- 95	1993- 94	1992- 93	1991- 92
< .5%	1%	0.5%	0.5%	0.5%	0
.5%-<1%	0	0	0	0.5%	0.5%
1%-<1.5%	1%	1%	0.5%	0.5%	0
1.5%-<2%	1%	1%	0.5%	0.5%	0
2%-<2.5%	5%	6%	5%	6%	4%
2.5%-<3%	1%	1%	2%	2%	1%
3%-<3.5%	13%	16%	16%	17%	17%
3.5%-<4%	1%	2%	2%	4%	0.5%
4%-<4.5%	14%	16%	12%	15%	17%
4.5%-<5%	2%	1%	0	0.5%	0
5%-<5.5%	36%	29%	34%	28%	35%
5.5%-<6%	2%	1%	1%	1%	0
6%<6.5%	4%	6%	5%	5%	5%
6.5%-<7%	0.5%	1%	0.5%	0.5%	2%
7%-<7.5%	3%	3%	6%	3%	3%
7.5%- 8%	1%	1%	1%	0.5%	0.5%
8%-<8.5%	1%	3%	3%	4%	2%
8.5%-<9%	0.5%	0	0.5%	0.5%	0.5%
9%-<9.5%	2%	2%	1%	1%	1%
9.5%-<10%	0.5%	1%	0	1%	0
10% and up	12%	11%	10%	10%	10%
TOTAL	259	247	220	196	174

Table 17. Percent Tuition Increase over 5 Years

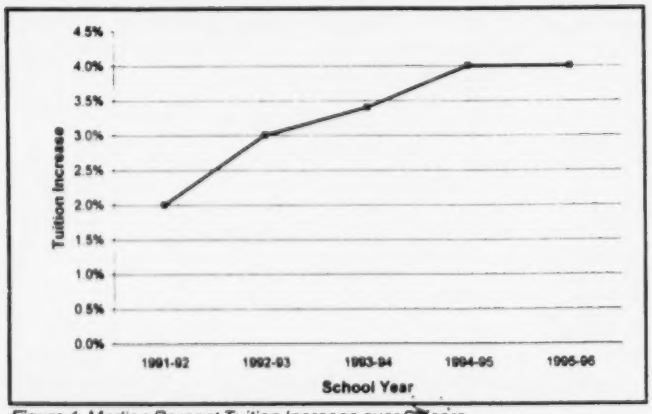

Figure 4. Median Percent Tuition Increase over 5 Years

Editorial Conclusion

The NAMTA Salary Survey indicates the economic health of Montessori schools, showing steady tuition and salary increases over the last ten years with good benefits and incentives. Larger schools are showing very high salaries for senior teachers and administrators, in contrast with the disproportionately low salaries of newly trained teachers. Perhaps more resources should be allocated to starting salaries, in keeping with "competitive salary" ranges, in order to attract the best and brightest young teachers into the Montessori profession. Moreover, as indicated in the comparisons with the NAIS survey (*NAIS Statistics*, 1996), Montessori salaries are barely keeping up with those of independent schools, a troubling fact because independent schools are generally drawing from the same pool of prospective teachers.

Just as we have high expectations for Montessori education and its outcomes with children, the results of this survey suggest that teacher salaries need to move to the higher end of the ranges displayed. This would keep the Montessori community visible and attractive to those interested in both making a good living and serving the child in a program that is rich in creative options for developing the human potential to its fullest.

References

Kahn, D. (1988). *A Montessori operations handbook for teachers and administrators.* Cleveland: NAMTA.

NAIS Statistics 1996 (1996). Washington, DC: National Association of Independent Schools.

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JOB BULLETIN

north american montessori teachers' association

March 1997

ARIZONA

Primary, junior, and senior elementary lead teachers needed for growing chartered Montessori programs. Four locations, Phoenix area. Prefer AMI or AMS certification. Competitive salary and benefits. FAX or send resume to 602-395-0271, Montessori Day Schools, 9215 N. 14th St., Phoenix, AZ 85020.

Two teachers, AMS, AMI, or MACTE certified at primary or elementary level, for new program planned at private, residential secondary school in mountain valley setting. Could be couple with Montessori certification and/or other teaching specialty. Competitive salary and benefits. Contact Margaret Huffman, Montessori Day Schools, 9215 North 14th St., Phoenix, AZ 85020.

AMI primary (3-6) and elementary (6-9) openings Sept. '97. Scenic Papago Park & Camelback Mountain area of Phoenix. Excellent pay & benefits. Apply to: N. Corea, Director, Marina Montessori School, P.O. Box 15914, Phoenix, AZ 85060-5914. 602/840-4440.

Paradise Valley Montessori School, an AMI certified school established in 1988, is accepting applications for an AMI trained lower Elementary teacher. Excellent salary commensurate with qualifications and experience.
Recently developed are 4 new 900 sq. ft. Montessori classrooms on 4 beautiful acres in the rapidly growing N.E. area of Phoenix. Each classroom has its own covered patio and garden area and is fully equipped with new Montessori materials. Our philosophy provides each teacher the unique opportunity to develop their own Montessori environment in a friendly and supporting community.
Please forward resume to: Ray Catalo, director, 16236 N. 41st Place, Phoenix, AZ 85032 phone: 1-602-493-8301.

AMI elementary teaching positions available. Please send resume and credentials to: Montessori International School, Inc., 1230 N. Gilbert Road, Mesa, AZ 85203.

Hermosa Montessori School is seeking an A.M.I. or A.M.S. lower elementary and primary (3-6) teacher to join our existing professional, supportive staff. We are looking for someone committed to closely following Montessori philosophy, teaching peace keeping and conflict resolution, as well as Montessori curriculum. Established in 1979, HMS has 165 students from 3-12 and is located on a ten acre campus two miles from National Forest Boundary in sunny, warm Tucson, AZ. Close proximity to the University of Arizona. A.M.I. founder and administrator. Please send resume to: Hermosa Montessori School, 12051 E. Fort Lowell, Tucson, AZ 85749, or contact Sheila Stolov, 520-749-5518.

CALIFORNIA

Primary Guide needed starting Summer and/or Fall 1997. RAINBOW BRIDGE Montessori School is a well-established school founded in 1980. Located in Cotati, 50 miles north of San Francisco, close to the Ocean and Wine Country. 1 Toddler and 2 Primary classrooms - 3 beautiful environments in a country-like setting. Very well-known school supported by parents and the community. First-year guides welcome. Temporary living quarters available. Please send resume or contact Juli Inman, AMI administrator and guide for 17 years, 21 William St., Cotati, CA 94931, 707/795-6666

If you are a Montessorian with elementary training and experience, with an interest in the adolescent, a commitment to education for peace and the will and desire to manifest Montessori's vision for the child, we would like to talk to you. We need an individual who would like to be instrumental in creating and teaching an Erdkinder program composed of Montessori elementary graduates for a well-established (since 1979) Montessori school which currently serves approximately 250 students aged 18 months to 12 years. Salary commensurate with experience, benefits include medical and dental for employee and family, free tuition, staff development and paid vacations. Please contact One World Montessori School at 408/255-3770 or 20220 Suisun Drive, Cupertino, CA 95014.

Marin Montessori School in Corte Madera is seeking one AMI primary guide for September, 1997. One of our founding members, Margy Sheehy, has decided after thirty years of teaching, that is time to explore wider horizons. We welcome applicants who would like to join a team of experienced, committed, professional staff. Well established, the school is currently in its 33rd year. We strive to offer the best in AMI Montessori education for 200 children ages 2 through 12. Our facilities are fully equipped and beautifully located directly on the San Francisco Bay, just north of the Golden Gate Bridge. Competitive salary dependent upon experience, excellent benefits. Please send resume and a hand written letter to: **Jules Layman, Administrator,** Marin Montessori School, P.O. Box 736, Corte Madera, CA 94976. Phone 415/924-5388.

Montessori Learning Center is accepting applications for primary and elementary guides. Our school has provided an excellent Montessori program in the Salinas Valley area for over twenty years. Opportunities for summer employment are also available. Located in the heart of Steinbeck Country, the school is a short distance from the beautiful Monterey Peninsula and the quaint town of Carmel. Please send resumes to P.O. Box 2051, Salinas, CA 93902 or call 408/455-1546. Fax # 408/455-9628.

Montessori Children's House: Preschool (2.5-6 yrs.) **seeks experienced classroom co-teacher.** School's motto is "Education for Peace." Emphasis is on promoting independence and self esteem, positive communication skills and mutual respect for all. Low student-teacher ratio, strong and dedicated parent community, supportive staff focused on teamwork. School is located in beautiful San Francisco's Richmond District.
Qualified applicants should have the following: AMI, AMS or equiv. Montessori education; Bachelor's Degree or higher preferred; experience as a Montessori classroom teacher; strong communication skills written and oral; strong interpersonal and teamwork skills; ability to work and interact with a multi-age and multi-cultural community.
Competitive salary commensurate with experience and qualifications; medical, dental, and PTO benefits. Five weeks' school vacations annually. Position opening June 1997 (possibly before). **Send resume and cover letter to: Montessori Children's House of the West Coast, 25 Lake Street, San Francisco, CA 94118, Attn: Martine Potier, Director.** For general information, contact Virginia Lopez (415) 666-0927.

Small, quality Montessori School in exciting San Francisco is accepting applications for an AMI/AMS Primary Directress(tor) for August 1997. The Center has been established 20 years and enjoys a respected position in the community. Well equipped classroom, with an AMI administrator. Specific details available upon request. Send resume/references to: Montessori Children's Center, 755 Font Bl., San Francisco, CA 94132, Attn: Judith Flynn

AMI Primary tchr SEPT '97. ST. HELENA MONTESSORI SCHOOL, small, Catholic, Montess. sch., serving ages 3-12 in Napa Vly wine coun-

JOB BULLETIN **March 1997**

try nr. San Francisco, Berkeley, mountains & seashore; founded 1981, well-established, stable enrollment, supportive parents, AMI-trnd. admin & staff, competitive salary/benefits. Pls. send resume & refs: 1328 Spring St., St. Helena, CA 94574; FAX 707-963-1574.

Woodland Montessori Children's House has openings for 3-6, 6-9 and 9-12 teachers for Fall 1997. Ten month contract with salary range between $18,000 and $27,000 per year. Salary dependent upon experience and level of program taught. Benefits include health and dental insurance, 23 paid holidays and conference days, and observation days for professional development.

Our school is beautiful! Two buildings were specially designed with skylights and indoor garden atriums which are viewed from each of the classrooms. Classrooms are fully equipped with Nienhuis Montessori materials as well as all cultural and language materials.

Our staff consists of a group of dedicated AMS and AMI teachers who have been working together for over 9 years. The school is owned and operated by an AMS trained administrator who established the school in 1975. It is professionally run and operated with a high priority placed on staff development and staff communication. The teachers, along with the Administrator, work as a team to guide the school.

Woodland, California is located in the central, northern region of the state. It is a rural, suburban community very near Sacramento, the state capital. Davis, in which the University of California is located, is 8 miles away. Woodland is equidistant between San Francisco and the Sierra Nevada-Lake Tahoe recreation area. Both are accessible within 1½ hours. To apply, please send resume to: Woodland Montessori Children's House, 1738 Cottonwood St., Woodland, CA 95695, or call Pam Lynn 916/662-1900.

COLORADO

Boulder, Colorado's Public Montessori School is continuing to expand and is seeking qualified elementary teachers for the 97-98 school year. AMI or AMS certification is required as well as a willingness to work towards Colorado state certification. For more information contact Marlene Skovsted at Community Montessori 330/447-5407. Apply BVSD, 6500 Arapahoe, PO Box 9011 Bldr. CO 80301, 301/447-1010.

Mountain Shadows Montessori School in Boulder is making plans to add a seventh and eighth grade class in the near future. Because of possible changes at all levels, we are accepting applications from experienced AMI Primary and Elementary teachers, as well as teachers with experience teaching seventh and eighth grade in a Montessori Middle School. Mountain Shadows is located on 7.5 acres near the beautiful foothills of the Rockies and surrounded by farmland. We are in our 21st year of operation with 165 children in one upper Elementary, two lower Elementary and three Primary classrooms. Competitive salaries, depending on experience and excellent benefits. For more information, please contact Myriam Johnson, Administrator, Mountain Shadows Montessori School, 4154 N. 63rd Street, Boulder, CO, 80301, (303)530-5353.

Welcome to the Rocky Mountains. Denison Elementary School is currently accepting applications for Primary, Lower Elementary and Upper Elementary teachers. Applicants must have prior Montessori teaching experience and be either A.M.I. or A.M.S. certified. Our program is in its twelfth year of operation. Currently we have six primary and eleven elementary classes. The principal and her assistant are both Montessori trained. Our students are from diverse cultural and socioeconomic backgrounds, including six Spanish bilingual Montessori classrooms.

For information contact: Dr. Martha Urioste, Principal, Denison Elementary School, 1821 South Yates, Denver, CO 80219 (303)934-7805 or Denver Public Schools, Department of Human Resources, 900 Grant St., Denver, CO 80203. Entry Level Salary Range: 23,460-29,819. An equal opportunity employer.

Position available for a Certified Montessori Teacher starting '97 school year. Half day preschool and Kindergarten program, with a possible expansion to grades 1-3. Small school in the Southwest mountains of Colorado. Send resume to Grace Engbring, P.O. Box 365, Telluride, CO 81435.

CONNECTICUT

We are Connecticut's first public Montessori school, established in 1990. Our school serves an interracial, multicultural enrollment of urban and suburban pupils. Supported primarily by a combination of state, private and city funds, the school's educational program offers the Montessori curriculum and methodology in the classroom. We also host an extended/day child care enrichment program.

We are reviewing resumes of A.M.I. certified teachers, preferably experienced, at primary and elementary levels for possible positions starting in September '97. Candidates must hold or be eligible to work toward Connecticut certification. Salaries will be commensurate with training and experience according to union contract.

Interested applicants are encouraged to submit a current resume or curriculum vitae, three personal references and a statement of educational philosophy by April 15, 1997 to : Dr. Ricardo J. Menéndez, Administrator Interdistrict Montessori School, 121 Cornwall Street, Hartford, CT 16112. Telephone: (860) 522-0281, Fax (860) 525-7567.

WHITBY SCHOOL, Greenwich, CT, **Director of Admissions.** Whitby School, the oldest American Montessori school, seeks an experienced Director of Admissions to oversee the admission office, the financial aid committee and the school's parent education program. The candidate should possess either Montessori certification or solid school administrative experience - preferably both. Outstanding interpersonal and communications skills are required. Marketing or publications experience will be an asset.

As a flagship Montessori school in an affluent metropolitan area, Whitby seeks to educate both currently enrolled families and a diverse community beyond the school. Whitby is a school of 305 students from toddler thru eighth grade. It is accredited by the Connecticut Association of Independent Schools and will receive American Montessori Society accreditation in 1997.

Applicants should submit a cover letter explaining why they are interested in and qualified for the position, a current resume, and references to: Brenda Mizel, Head, Whitby School, 969 Lake Ave., Greenwich, CT 06831. *Whitby is an Equal Opportunity Employer.*

DISTRICT OF COLUMBIA

The Washington Montessori Institute needs a Course Assistant for the academic year Primary Training Course for 1997-98. This is an opportunity for renewal of theory and practice and offers the experience of supporting the functioning of a course designed to prepare adults for the great work of assisting children in their growth. Responsibilities include organizational tasks, reading students' work and assisting during practical sessions. Requirements are an AMI Primary diploma, significant experience directing a classroom and familiarity with Microsoft Word and Access. Send resume to WMI, 2119 "S" Street NW, Washington, DC 20008, FAX 202-332-6345. WMI is an equal opportunity employer.

District of Columbia Public Schools (DCPS) has a growing Montessori program with 19 primary and 8 elementary classes in seven elementary schools across NE and SE Washington. By fall, 1997 all DCPS teachers who were trained at Washington Montessori Institute will have classes. More teachers, both primary and elementary, will be needed in '97 and in '98 as the program expands. Excellent salary and fringe benefits. Bachelors degree and AMI diploma for the appropriate age level is required for certifica-

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JOB BULLETIN March 1997

tion. If you want to join this cohesive group of dedicated teachers, send your resume to Rita Schaefer Zener, Montesson Program Coordinator, 3001 Veazey Ter NW #425, Washington D.C., 20008.

FLORIDA

Have you ever dreamed of living on a tropical island? The Montessori Children's School of Key West, founded in 1972, invites you to join us as the school community of 115 students and 17 full- and part-time staff continues to develop. A Montessorian to guide the after-school and summer camp programs is particularly sought. Possible charter school status for the elementary program will create new openings as well. Administrative and teaching personnel are encouraged to apply to Monica Haskell, Executive Administrator, 1221 Varela Street, Key West, FL 33040. Best times to phone 305/294-5302 are 10 a.m. or 2 p.m. EST.

PALM HARBOR MONTESSORI ACADEMY is seeking qualified individuals to **TEACH** and **DIRECT** in our expanding school. Join a team of serious educators. Our school, in it's 14th year, wants dedicated teachers with a strong sense of the "whole child" and the Montessori way. We are adding classrooms for the 1997-1998 school year.

Positions open for the 1997-1998 school year, with a competitive salary are: Toddler Preprimary 3-6, Elementary 6-9, 9-12, Middle school, will sponsor training.

Our school is situated on the west coast of Florida just one mile from the Gulf of Mexico. The area has beautiful beaches, lots of sunshine and is very clean. Housing is reasonable and available. You'll get lots of support in our small community. Clearwater, Tampa, St. Petersburg and Tarpon Springs are very close by. There is a variety of activities to choose from, i.e. the sponge docks, beaches, museums, arts and cultural centers.

Please send your resume to Catherine Varkas, Principal, at Palm Harbor Montessori Academy, 2313 Nebraska Avenue, Palm Harbor, FL 34683. Phone number 813/786-1854.

GEORGIA

Arbor Montessori, located in close-in Atlanta, is seeking a 6-9 AMI teacher for fall, 1997. A supportive, experienced staff, autonomy in the classroom, and a generous class materials budget make Arbor a special place to work. Teachers participate in the overall running of the school. Salary starts at $26,881 for a first year teacher. Benefits include retirement, disability insurance, cafetena plan, paid sick, personal, professional days, tuition remission and continuing educational funds. Send resume: Arbor Montesson School, 2998 LaVista Rd, Decatur GA 30033.

IOWA

Needed: Director for established Montesson preschool in one of the United States' 100 best small towns. The Pink Tower, Grinnell, IA founded 1986, has 25 students and 2 full time, 3 part-time staff. Building and business available for purchase (potential gross annual revenue in the 100K range). Parents' Board will consider hiring the right person, salary in mid-20K range, with option of eventual purchase. Send resume and statement of educational philosophy to Pink Tower, 511 Sixth Ave. W., Grinnell IA 50112, Questions? 515-236-7905, smithp@ac.grin.edu.

MASSACHUSETTS

The Montessori School of Northampton is seeking experienced, Montessori-trained teachers for our 3-6, 6-9 and 9-12 classes. We are expanding both our Preschool and Elementary levels in the fall of 1997.

We are looking for candidates with experience in the classroom, strong interpersonal skills and a sense of humor! We offer a supportive Head, Board & Staff, competitive salaries and good benefits.

The Montessori School of Northampton is located in the heart of Western Mass. Close access to the Berkshires, Boston and New York City, as well as the beautiful Vermont hills, makes us an ideal location.

Please address your resume to: Susan Swift, The Montessori School of Northampton, 51 Bates Street, Northampton, MA 01060, 413/586-4538.

The Summit Montessori School in Framingham, MA seeks full and part-time Montessori teachers for levels 6-9 and 9-12 for the school year 1997-1998.

Operating as an independent, non-profit Montessori elementary school, the mission of the School is to invest in effective and committed Montessori teachers in order to ensure academic excellence, continuity of long term relationships, and institutional stability.

The Summit Montessori School is listed on the National Registry of Historic Places and was designed by the renowned architect Alexander Rice Esty. The building is reminiscent of the early Montessori "children houses" in Europe. Only minutes away from the Mass Pike and Route 9 and only 15 miles West of Boston, the School is centrally located.

Contact Mary B. Zocchi, Principal, The Summit Montessori School, 283 Pleasant Street, Framingham, MA 01701 (Fax: 508/872-3314).

BOSTON: Thacher Montesson School in Milton, Massachusetts is seeking a full/part-time Assistant Head. This person must be a trained Montessori teacher (preferable AMI primary 3-6) and have a sound knowledge of Montesson philosophy. The job description includes work with parents, children, and teachers. Experience in administration and computer knowledge a plus. Competitive salary and excellent benefits. Interested applicants please send resume to Maureen Coughlan, 1425 Blue Hill Avenue, Milton, MA 02186 or call 617-361-2522.

BOSTON: Thacher Montessori School in Milton, Massachusetts is seeking an AMI/AMS Junior I (6-9) teacher for September 1997. The diverse school population numbers just over 200. Our beautiful building sits on 3 acres and was custom built for Montessori. Our classrooms are spacious and fully equipped. While residential, Milton is just 6 miles from downtown Boston with all the benefits of the city. Competitive salary, excellent benefits. Apply by sending your resume to Maureen Coughlan, 1425 Blue Hill Avenue, Milton, MA 02186 or by calling 617-361-2522.

The Montessori School for Early Learning in Milton, Mass, is looking for an **AMI Primary teacher.** The school has currently one class. It is expanding and opening a new class in Sept. 97. It is conveniently located in a southern suburb of Boston, and yet close and an easy commute to the city. The school population is a balance of diverse racial and social backgrounds. You will be welcomed by an AMI trained director. Be part of this growing community! Please send resumes to: MSFEL 180 Blue Hill Avenue, Milton, MA 02186. Or call Dominique Mouthon at: (617)698-9418.

MICHIGAN

Upper elementary position available at salary competitive with public school teachers. Midwestern, culturally-enriched location. Established in 1972. Administrator is also AMI elementary trained. Head teachers have long-term relationship with our school. Team management, staff input for strategic planning and interesting children are keys to our employee satisfaction. Contact Pamela Boudreau 616-349-3248, The Montessori School, 750 Howard Street, Kalamazoo, MI 49008.

Primary & Elementary Teachers needed in September '97 for an Extended Day and 6-9 classroom. Classrooms are established and have an assistant. Excellent pay, full medical & dental benefits with opportunities for responsibilities/advancement. Mail handwritten cover letter, resume with references to: Maria Montessori Ctr., 32450 W. 13 Mile, Farmington Hills, MI 48334 and call collect after 7PM EST at 810/362-2442.

JOB BULLETIN

March 1997

MINNESOTA

Full time Montessori Teacher Wanted For The 1997-98 School Year In Forest Lake, Minnesota. Prefer Level II (Grades 4-6). Call 612/464-9100 For An Application.

MISSOURI

WANTED - School Year 1997-98: DEGREED & CERTIFIED PRIMARY MONTESSORI TEACHERS. Our school is 15 years old. We offer Primary and Elementary (ages 2-12). We are located in the suburbs of St. Louis. Please send resume and references to: Des Peres Montessori, P.O. Box 31084, St. Louis, MO 63131.

NEBRASKA

Applications are now being taken for a position as a primary (3-6) director/directress in an AMI affiliated school, established in 1967. Please write or call, Mary Verschuur, Montessori Schools of Omaha, P.O. Box 24211, Omaha, NE 68124-0211, (402)397-5289.

NEVADA

AMI primary teaching position available. Please send resume and credentials to S. Honest, 5566 Oxbow, Las Vegas, NV 89119.

NEW JERSEY

Elementary Guide. Come join our dedicated supportive faculty. Spacious well equipped classrooms. Lovely country setting located 1 hour from Jersey seashore and within easy commute to Philadelphia with its fine educational, cultural and entertainment offerings. Salary commensurate with experience. Class includes 6 to 12 years, this position will allow us to divide the group 6 to 9 and 9 to 12 years. AMI school established in 1965. Contact: Ellen Fox, Montessori Academy of New Jersey, 28 Conrow Rd., Delran, NJ 08075, 609/461-2121.

NEW YORK

33 year established growing schools seeking a trained 0-3 teacher to start a new class. In addition, we are looking for an AMI certified primary and/or elementary teacher and a qualified administrator/teacher to take over our 12-14 program. Immediate VISA available. Fully equipped Nienhuis and hand made materials. Attractive salary, fringe benefits. Located on Long Island, less than 1 hour from Times Square, NYC. Contact Carolyn Larcy, Maria Montessori School, P.O. Box 276, Massapequa, NY 11758, area code 516/520-0301.

Seeking Montessori trained teacher to help establish elementary Montessori school in beautiful ocean community on Eastern Long Island. Ages 6-9, competitive salary, exciting, creative opportunity. Send resume: Carolyn Liot, Peconic Montessori, PO Box 1031, Watermill, NY 11976.

Webster Montessori School is accepting applications for AMI Certified Directresses with Primary and/or Elementary training, due to planned expansion. Our school is situated on a beautiful 8-acre park in a suburb of Rochester, New York on the shores of Lake Ontario ...a non-profit AMI school for 30 years, warm atmosphere, multicultural children and excellent parent support. Send resume and letter to Pamela Turan, Webster Montessori School, 985 Ebner Drive, Webster, New York 14580 (716/872-2990).

OHIO

Hudson Montessori School, Hudson, Ohio, is located between Cleveland and Akron in a pleasant, historic, small town. Our school was founded in 1962 and serves children from age three through middle school. Due to an expanding student body, we are accepting applications for Children's House, Elementary (Lower and Upper), and Junior High Directresses/or Assistants. We are also in search of a part-time Spanish instructor. Please send resumes to: David Barsan, Hudson Montessori School, 7545 Darrow Road, Hudson, Ohio 44236. The Hudson Montessori School is an equal opportunity employer.

The Ohio Montessori Training Institute needs a Course Assistant for the academic year Primary Training Course for 1997-98. This is an opportunity for renewal of theory and practice and offers the experience of supporting the functioning of a course designed to prepare adults for the great work of assisting children in their growth. Responsibilities include organizational tasks, material-making, recruitment, and helping the students on the course. Requirements are an AMI Primary diploma, significant experience directing a classroom and familiarity with WordPerfect, Microsoft Word, and Access. Send resume to OMTI, 11424 Bellflower Rd. NE., Cleveland, OH 44106, FAX 216-421-8193.

OREGON

The Montessori School of Beaverton, in Oregon, will have openings for both an AMI-trained elementary and a primary teacher for the 97/98 school year. Our current teachers have worked here between 5 and 16 years, a fact that speaks well to the special and supportive environment we've created. We're looking for the right people to carry on that tradition.

We are an AMI-recognized school, with a strong commitment to Montessori ideals. All of our teachers are proud of the quality of the Montessori experience they provide. As a result, both our school and staff are respected throughout the area. We have taken a leadership role in compensation and benefits for teachers within our community. Not only is our compensation among the highest in the area, our medical and dental insurance, retirement plan, paid memberships, teacher workdays and conference days, sick leave and in-school planning times make for a generous total package.

We are purchasing 5 acres of property with creeks, trees and a lovely view and will soon start designing our own facility. Finding ways to incorporate the natural world and environmental consciousness with both the practical and philosophical implications of an ideal Montessori setting are important parts of that vision. The next few years will be an exciting time to be a number of our staff with unprecedented opportunity for growth and input.

Beaverton is a very lively community adjacent to Portland. Within a two hour drive you could be skiing at timberline on 11,000 foot Mt. Hood, enjoying the breathtakingly rugged Oregon coast, hiking in the spectacular scenery of the Columbia River Gorge, visiting the awesome blast zone around Mt. St. Helens, or basking in the sunshine of the high desert in the rain shadow of the Cascades.

To find out more about this great opportunity, contact Peter Davidson, P.O. Box 25021, Portland, OR 97298, 503/645-5247.

Corvallis Montessori School in Corvallis, Oregon, is accepting applications from AMI elementary guides to lead our upper elementary classroom (ages 9 - 12). Experience preferred.

MONTESSORI INSTITUTE NORTHWEST

AMI Affiliated

Six reasons to come to MINW for your Montessori Teacher Education:

- Internationally recognized programs and diploma
- Job opportunities locally, nationally, and worldwide
- Cooperative B.A. and Masters Level programs available
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- M. Shannon Helfrich, MS, Director of Training

P.O. Box 1777, Oregon City, OR 97045
(503) 655-5965 (503) 655-5365 FAX

JOB BULLETIN March 1997

Competitive salary and benefits. The upper elementary class has around 20 students and is part of a larger school with an enrollment of 130 students. CMS is an accredited AMI school with full equipped classrooms on a well developed site. Corvallis is located in the beautiful Willamette Valley, 80 Mi. south of Portland, 60 mi. from the Pacific, and 70 mi. from the Cascade mountains with excellent recreational and cultural opportunities in a college town of 45,000. Send resume, references, and cover letter to: Corvallis Montessori School, Attn: Bruce Marbin, 1240 NW 27th St., Corvallis, Oregon 97330-2400.

SOUTH CAROLINA

Montessori Community School of Charleston seeks an experienced AMI/AMS 9-12 teacher, S.C. public school certifiable. We are entering the public system as an autonomous magnet with 8 years as a private school, AMI faculty, newly renovated facility, 5 acres and 90 students, maintaining a Montessori student base with public primary openings. Scenic coastal resort city with a rich cultural heritage. Excellent benefits. Send full resume to: 2120 Wood Ave., Charleston, SC 29414.

TEXAS

Barbara Gordon Montessori School serving 150 children 18 months to 10 years seeks AMI trained guides for a 3-6 class and 6-9 class beginning August 1997. Established in 1971, Barbara Gordon Montessori School is situated on 5 lovely acres in a culturally diverse community between Dallas and Fort Worth. Salary commensurate with experiences. Benefits. Supportive and friendly staff. Please call Barbara Gordon, (817) 354-6670, or fax resume to (817) 354-6665, or mail to 1513 Hall Johnson Road, Colleyville, TX 76034.

For 18 years our small, nonprofit Montessori school has educated a diverse student body from primarily low-income families. The heart of the school campus is a grassy playfield and community garden, surrounded by seven houses that have been converted into classrooms and a library. Staff find fulfillment in working with responsive children, interested parents, and idealistic colleagues.

Infant/Toddler Community, 13 months to 3 years; **Primary,** 3 to 6 years; **Lower Elementary,** 6 to 9 years.

School year from August-May, but resumes accepted year-round at: P.O. Box 181136, Dallas, Texas 75218, Attn: Assistant Director.

St. Catherine's Montessori is a 33 year-old, private, nonprofit school affiliated with the Catholic School District of the Galveston-Houston Diocese, recognized by the Texas Educational Agency, and is associated with AMI-USA. With a diverse cultural and religious school population of about 200, we are seeking a qualified, Montessori-experienced **Administrator** with a commitment to Montessori education; the ability to guide and direct the faculty and staff; and, experienced with management of financial resources. Salary is commensurate with previous experience. Also needed are **Teachers** at the elementary and primary levels. Requirements include an undergraduate degree, AMI certification, and two years of teaching experience. A **Middle School Teacher** with K-8 teaching certificate, or 24 undergraduate semester credits in field of study, is also required. Elementary training and AMI certification are preferred. The 4-acre campus includes a 22,000 square-foot building and three acres of playground, with ball fields, track, and nature study area. It is located near Rice University and the Museum District. Interested candidates may send information to the attention of: Theresa Rourke, Administrator, St. Catherine's Montessori, P. O. Box 20728, Houston, Texas, 77225-0728, (713) 665-2195.

ST. CATHERINE'S MONTESSORI is a private, nonprofit school celebrating its 31st year. Our director is AMI-certified. We are affiliated with the Catholic School District of the Galveston-Houston Diocese, recognized by the Texas Education Agency, and associated with AMI-USA. As our school population continues to grow (currently 191 students), we seek teachers at the following levels:

Elementary & Primary: Undergraduate degree, AMI certification and two years of teaching experience required. Middle School: K-8 teaching certificate required, or 24 undergraduate or graduate semester credits in a field of study. Elementary Montessori training/AMI certification preferred.

St. Catherine's Montessori is one of Houston's most respected private schools. Diverse religious and cultural backgrounds are represented in the student body. Campus includes 22,000 square foot, castle-shaped building and three acres of enhanced playground space, with ballfields, a track and nature areas for the study of plant and animal life. St. Catherine's is located near Hermann Park & Zoo, the Texas Medical Center, Rice University and the Museum District.

Interested candidates for these positions are invited to send letter and resume, or call: St. Catherine's Montessori, P.O. Box 20728, Houston, Texas 77225-0728; Attn: Theresa Rourke, Administrator; Tel. 713/665-2195.

THE POST OAK SCHOOL in Houston, Texas is seeking an AMI primary teacher for the 1997-1998 school year. The Post Oak School, celebrating its 33rd year, has long been considered one of the premier Montessori communities in the Southwest. The school is located in a quiet residential area close to Rice University, the Museum district, the world-renowned Texas Medical Center, and a thriving, vibrant cultural arts community. The enrollment is 310 children from 14 months to 14 years. Our faculty/staff community is experienced, dedicated, and multi-talented. We offer highly competitive salaries, generous benefits, opportunities for continuing education and a sabbatical fund. Please mail or fax a letter of application and resume to: John Long, The Post Oak School, 4600 Bissonnet, Bellaire, TX 77401-3099, 713/661-5989 (fax). The Post Oak School is an equal opportunity employer.

Mt. Pleasant Montessori School is seeking an experienced academically oriented directress for our 9-12 yr class and a full I day 3-6 directress. Our 6 year old school is located in a beautiful new, custom built facility in the scenic piney woods of East Texas, an easy drive to Dallas' cosmopolitan abundance. Mt. Pleasant is listed in the "100 best small towns in America" and the cost of living is very reasonable. Prefer AMS, or AMI. Salary depends on experience, benefits include ed. liability ins., possible health and retirement (403(b)), 50-100% school paid cont. ed. tuition, paid sick, personal, and holidays. Call (903) 572-3241 or send resume to 1408 N. Edwards, Mt. Pleasant, Texas 75455 Attn: Jennifer Buerger.

The Judson Montessori School (JMS) is accepting applications for guides at all levels - Primary, Lower, and Upper Elementary and Middle School. Expansion at all levels is anticipated in the near future as a new 24 acre campus is developed. Primary and elementary openings are expected for school year 1997/1998. Established in 1974, JMS is a creative, dynamic school with a student population of 230 extending from ages 2 1/2 to 14. JMS is located in historic and culturally diverse San Antonio, a city of favorable climate and tranquil atmosphere. JMS is a nonprofit, nondiscriminatory organization with an active and supportive parent organization. It is a place for eager, creative, and dedicated AMI or AMS certified Montessori guides. Please send resume or contact Gloria Hinojosa or Jim Judson: The Judson Montessori School, 705 Trafalgar, San Antonio, TX 78216-5202, Telephone (210)344-3117 FAX: (210) 344-1226, Email: jjudson@tenet.edu.

VERMONT

Experienced AMI Primary Directress needed for new school. Must be enthusiastic, highly motivated and a self-starter. Come and experience the beauty of the Green Mountains in Southwestern Vermont. Please send resumé to

JOB BULLETIN March 1997

R. Harland, PO Box 1182, Manchester Center, VT 05255-1182.

VIRGINIA

Ghent Montessori School is seeking Primary and Elementary teachers for the 1997-98 school year to fill positions due to expansion plans. We are also seeking an interim Primary teacher during the current school year.

Ghent Montessori is privately owned and housed in a beautiful building specifically designed for Montessori classrooms in downtown Norfolk. The school is accessible to Museums, Libraries, the Opera House and the Chrysler Museum. Norfolk is part of a seven-city complex known as Hampton Roads. Virginia Beach is nearby and the mountains two hours away. Historic Jamestown and Williamsburg among many other historic sites, offer a variety of experiences for our students and staff. Close proximity to the ocean, Chesapeake Bay, the Outer Banks and other resort areas offers many recreational opportunities.

We maintain a waiting list at all levels. We are fortunate to have a competent and dynamic staff and excellent reputation in the Hampton Roads area. We are interested in individuals with high energy levels and love for this work. Those qualities will be supported. Competitive salary and benefits. AMI trained Administrator. Send resume or contact: Suzanne Pugin, Ghent Montessori School, 610 Mowbray Arch, Norfolk, VA 23507, 804/622-8174.

Richmond Montessori School is seeking a full time 9-12 teacher for the 1997-98 school year. Salary negotiable depending on qualifications and experience. Richmond Montessori is a private school with 255 students ranging from 2 1/2 to 14 years of age. Send resume to or call Christine McDonald, Curriculum Coordinator, or Dr. Martha Mabey, Executive Director, 499 N. Parham Road, Richmond, Virginia 23229; 1-804-741-0040.

WASHINGTON

Arbor Schools, a small Montessori school located in Issaquah, Washington, at the foot of the Cascade Mountains and 20 minutes outside downtown Seattle, needs a Middle School teacher for the 1997-98 school year. Our Middle School is currently in its 2nd year. The Middle School services 20 students between the ages of 11 and 14. Each Arbor teacher is allowed tremendous autonomy in the classroom, necessarily applicants must be self motivated and well organized. Additionally, applicants must love and respect adolescents, be Montessori certified, have teaching experience, and have, or be willing to obtain, a Washington State Teaching Certificate. Salary negotiable. To apply send resume, with references and a handwritten cover letter to: Mary O'Brien, Director, Arbor Schools, 1109 228th Ave. SE, Issaquah, WA 98029.

Cascadia School Montessori Elementary is seeking an elementary trained (6-12) teacher for the 97/98 school year. Located in the Portland, OR metropolitan area, the school has easy access to the cultural, educational and recreational opportunities in our region. Experience with children is required. Competitive salary and benefits. Send resume or contact: David Drakos, 10316 NE 14th St., Vancouver, WA, 98664. 360/944-8096.

WISCONSIN

Elementary Montessori Teacher. Kenosha Montessori School is seeking a certified 6-12 Directress for Fall 1997. Small, nonprofit family atmosphere located in community on lovely Lake Michigan midway between Chicago and Milwaukee. Great opportunity for energetic, resourceful person. Certified 6-9 applicants considered if willing to complete 9-12 training during summer. Salary negotiable; plus extra benefits. Please submit resumé and references to JoAnn Cole, Administrator, Kenosha Montessori School, 2401 69th Street, Kenosha, WI 53143.

MILWAUKEE PUBLIC SCHOOLS - Primary, Elementary and Adolescent Montessori Teachers Needed. Applications are being accepted for the 1997-98 school year for all levels (3 years to 15 years) including exceptional education resource Montessori trained teachers. The district strongly supports Montessori education. All classrooms have a full complement of materials and assistant support.

Minimum teacher salary is $24,684. Additional experience and certifications increase salary base. AMI or AMS certification is required as well as a willingness to work towards a WI state certification. Qualified individuals may obtain additional information by contacting Michele Butz at Craig Montessori at 414/464-7150, Tom Kloecker at Greenfield Montessori at 414/647-2767 or Carol Hicks at MacDowell Montessori at 414/933-0088. Applications can be received by contacting: Department of Human Resources, Central Services Building, Room 124, P.O. Box 2181, Milwaukee, WI 53208-2181, or call 414/475-8224. An Equal Opportunity Employer.

BERMUDA

HEAD OF SCHOOL, The Montessori Academy, Warwick, Bermuda. Position available September 1997. The Montessori Academy in Warwick, Bermuda, a corresponding member of AMS, seeks to fill the position of Head of School (Administrator). The Academy has a student body of 119 students aged 3-12 years and a teaching staff which is AMS, TMI and St. Nicholas-AMI-trained, and is committed to expanding to middle school. Applicants should have a strong background in Montessori leadership and experience in school management, including budgeting, communications, fund-raising, curriculum implementation and staff development. The school offers an excellent compensation package and relocation allowance. Resumes should be directed to: Margie Malone-Gordyk, P.O. Box SN 178, Southampton, Bermuda SN BX.

CANADA

Require a 6-9 Elementary teacher for the academic year of 1997-98, to lead a small group of eager A.M.I. primary prepared students, (Ages 6-8) through their next plane of development. The class is well equipped with brand new Nienhuis materials. Candidates must have solid experience in a 6-9 class, possess excellent communication skills and be A.M.I. certified. Guelph is a charming city of 90,000 people, one hour west of Toronto. For further information, please send your resume with references to: Bridget Young or Amir Gutman, Guelph Montessori School, 386 Woolwich St., Guelph, Ontario, Canada, N1H-8L2, Tel:519-836-3810, Fax:519-836-9000, e-mail:guelphmontessorischool@sympatico.ca

SAUDI ARABIA

Teachers fully qualified in the Montessori Method for the age range 3-6 required for prestigious school. Very attractive offer is available to the successful applicant. Send your resume, 1 passport photo and 2 references to: ATTN: MRS. ALHELOU, P.O. BOX 54493 RIYADH 11514.

VIRGIN ISLANDS

VIRGIN ISLANDS MONTESSORI SCHOOL, AMI - established 1964. Seeking an experienced 9-12 teacher for the 1997-98 school year. We would also be pleased to accept applications for the primary and 6-9 levels. Excellent benefits, established classes. Send resume and references to: Shoumagh McWeeney, 6936 Vessup Lane 9A-21, St. Thomas, USVI 00802-1001. Telephone 809/775-6360, Fax 809/775-3080.

ANNIVERSARY

Austin Montessori School invites the NAMTA community to join us in marking our thirtieth anniversary. The school has flourished since 1967 under the guidance of its founder, Donna Bryant Goertz, and we will be honoring this achievement with many projects and celebrations for all friends of the school. We hope this will also be an occasion for former staff and students to get in touch, share memories of the school, and bring us up to date on their lives and

Address Correction Requested

NORTH AMERICAN MONTESSORI
TEACHERS' ASSOCIATION
11424 Bellflower Road, NE
Cleveland, OH 44106

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JOB BULLETIN

March 1997

accomplishments. Contact the school office at 5014 Sunset Trail, Austin, TX 78745, (512)892-0253.

FOR SALE

Sheboygan, Wisconsin Montessori School for sale. Located in a medium sized (pop 50,000) community 1 hour north of Milwaukee, New World of Sheboygan Montessori has 2 spacious fully equipped classrooms, beautiful outdoor playground, and loyal parent support. The school founder passed away unexpectedly, and we seek someone to buy and operate her school. Owner financing available. Call Gereon Welhouse 414-459-7677 (school), 414-451-4737 (home).

Montessori School for sale in San Francisco Bay Area, CA. 2 Primary and 1 Toddler classroom with before and afterschool daycare program. Established 19+ years. Send inquiries to: 936-B Seventh St., #128, Novato, CA 94945

Complete Montessori Classroom Materials set (used) including furniture + books. Ages 3-7. Excellent Opportunity to start your own Montessori school or to add another classroom! Please call (805) 733-2418 or 735-2324.

Evolution P-D-I timelines: 1 plants, 1 animals, each 27" x 180" together with 234 matching pictures and definitions. $27.02, mailing $8.75. Extra botany helps $10.50, mailing $2.50. Dorothy Jegotka, PO Box 16144, Seattle WA 98116, telephone (206) 935-1468, Fax (206) 932-9520.

MATERIALS WANTED

New or Used Materials Wanted. Please clean out those closets for a new school. We can pay for postage. Call collect 203/235-4036. The Montessori Children's House.

Materials Needed to START an ELEMENTARY Classroom in the Fall of 1997. Contact Pamela Turan, Webster Montessori School, 985 Ebner Drive, Webster, New York, 14580 (716)872-2990.

POSITION WANTED

AMI Elementary Teacher seeking employment starting Fall 1997. Graduating 1997 from Montessori Institute Northwest. Currently in Master of Education Program at Loyola University and will graduate in Fall 1998. Strong background in mathematics and science. Have been involved in the Montessori community since 1977. Contact Christopher Inman, 8466 Lombard Way, Rohnert Park CA 94928.

Engaged couple, trained and experienced Montessori teachers for ages 6-9, looking for teaching jobs. Kristin - enthusiastic, dynamic - Master's, Harvard Divinity School, comparative religion; BA, Colby College, Religious Studies/Art. Patrick - observant, creative - Master's, Harvard Graduate School of Education; BA, Colby, Biology/Environmental Science, also taught in a 9-12 classroom. Kristin Scheible and Pat Hanley 11 Orrin St., Cambridge, MA, 02138, (617) 354-6483.

Seeking a full-time position in Greater Bay Area. AMS certificate in 6-9. Six plus years experience in Montessori Elementary, including 3 as Head Teacher. Would prefer 6-9, would also consider K-1 or 9-12. Susie Thompson @ 510-229-3882 for resume.

BEST COPY AVAILABLE

May 1997

MONTESSORI THEORY INTO PRACTICE
north american montessori association teachers'

NAMTA Needs Your Help

In the 1997-98 membership year, NAMTA will release an updated version of its *Montessori Operations Handbook*. Your school can help. In order to provide current sample documents, we need contributions of administrative documents from as wide a variety of schools as possible.

Can your school provide us with any of the following?

Organizational Structure

- articles of incorporation
- sample by-laws
- board handbook

The New School

- legal nondiscrimination policy
- site plan sketch showing indoor and outdoor environments
- descriptions of infant, toddler, primary, elementary, and adolescent environments
- furnishings lists for these environments
- materials lists for these environments
- school brochure
- advertising

Financial Foundations

- chart of accounts
- budget
- monthly report
- balance sheet
- old budget/new budget comparison
- salary scale
- scholarship application form
- tuition contract
- payment schedule
- materials related to annual fund drive (letter, pledge card, phone solicitation guidelines, follow-up letter, etc.)
- publicity materials for fundraising events
- materials related to capital campaign (letter, brochure, solicitation preparation, foundation request, follow-up letter, etc.)

continued on the following page

A Practical Newsletter for NAMTA Members

Job Bulletin.....page 3

PS 028694

MONTESSORI THEORY INTO PRACTICE

SEND DOCUMENTS TO:

NAMTA
11424 Bellflower Rd. NE
Cleveland, Ohio 44106

Deadline:
June 30, 1997

For more information, call NAMTA at (216) 421-1905

Program Development

- general curriculum agreements
- guidelines for child's transition from one level to another
- statements on program aspects such as "going out," computers, specialists, toilet training, etc.
- teacher planning documents such as monthly, weekly, or daily overview
- discipline policy
- state-mandated assessment of school policies and procedures
- policy/procedure handbook or statements on emergencies, accidents, medications, child abuse reporting, communicable diseases, etc.
- medication recording form
- accident report form

Staff Cohesion

- job descriptions for head, teachers, assistants, office staff
- employment application form
- interview questions
- reference form
- employment contract
- teacher training sponsorship contract
- personnel handbook
- code of professional ethics
- evaluation forms for head, teachers, assistants, office staff
- staff meeting agenda
- faculty calendar or meeting cycle
- sabbatical policy and agreement form

Community Relations

- annual report
- communication chart
- grievance procedures
- procedure for requesting intervention or outside evaluation

Student Evaluation

- progress records for various levels
- teacher journal entry
- child's record of work
- child's journal entry
- form, statement, or transcript sent to other schools
- classroom observation guidelines
- parent conference formThe Parent/School Partnership
- application form
- information release form
- guidelines for interviewing parents or children
- acceptance letter
- new and re-enrollment forms
- parent handbook
- school newsletter
- in-house news bulletin
- parent discussion guidelines
- parent events calendar
- school community events calendar

Developing for the Future

- purpose or mission statement
- questionnaires/surveys used in gathering data
- long-range plan
- enrollment, tuition, staffing projections

NAMTA reserves the right to choose which documents to publish. Whether published or not, no documents can be returned. Donating a document in answer to this solicitation constitutes granting permission for NAMTA to publish the document now or in the future. For each document published, a credit line will acknowledge its source, unless the donor wishes to remain anonymous.

JOB BULLETIN

north american montessori teachers' association

May 1997

ARIZONA

AMI primary (3-6) and elementary (6-9) openings Sept. '97. Scenic Papago Park & Camelback Mountain area of Phoenix. Excellent pay & benefits. Apply to: N. Corea, Director, Marina Montessori School, P.O. Box 15914, Phoenix, AZ 85060-5914. 602/840-4440.

AMI elementary teaching positions available. Please send resume and credentials to: Montessori International School, Inc., 1230 N. Gilbert Road, Mesa, AZ 85203.

CALIFORNIA

Pacific Rim International School (PRINTS) is seeking experienced native English, Mandarin, and Japanese speaking AMI trained adults. Opportunities are available in the summer or late August, 1997. We are expanding to two sites and we need experienced Assistants to Infancy, Children's House guides and Elementary teachers. PRINTS is a unique bilingual school which offers two tracks: a Chinese-English program and a Japanese-English program. Each environment has two trained adults working together, each speaking and teaching in their mother tongue. The students come from a diverse cultural background which makes the school truly international. The premises, with beautiful landscaping, are architecturally designed to meet the needs of Montessori programs. We are located in the small city of Emeryville, which is on the east side of San Francisco Bay, north of Oakland and south of Berkeley. We are presently remodeling buildings for our second campus in San Mateo, on the west side of San Francisco Bay, south of San Francisco. Contact Christina Cheung or Patricia Gwin by telephone and/or send resume to: Pacific Rim International School, 5521 Doyle Street, Emeryville, CA 94608, 501/601-1500, fax 510/601-6278.

Northern California: Montessori School of Fremont (South East San Francisco Bay Area) seeks ***elementary teacher for 6-9 environment.***

The Montessori School of Fremont is a four campus school with 260 primary children enrolled. We launched our elementary program in 1994. Today, 58 elementary students are enrolled in our two classroom environments which are abundantly equipped with new predominantly Nienhuis materials. ***The children you guide have two or more years of Montessori primary background. Your students are well prepared for the elementary experience. Your environment awaits your enthusiasm, personal touch and readiness to meet the challenge.***

Our Elementary Program is set in a Spanish mission-style building, architecturally scaled to the needs of children, complete with garden courtyard, library, grass playing fields and fruit trees. We draw our staff from all over the world. ***It is a lovely place to spend the day. We invite you to join our international community. We realize the importance of working as a supportive team, while respecting your individuality.***

Within walking distance: original Spanish mission, olive, palm and eucalyptus groves, community college, performing arts theater, art gallery, local history museum; *Within 15 miles:* Nienhuis USA, Stanford University, AMI Training Center; *Within 40 minutes by rapid rail:* Downtown San Francisco, UC Berkeley; *Within 1-2 hours:* Monterey, Big Sur Coast, Napa Valley wine country, Russian River; *Within 3-4 hours:* Yosemite National Park, Lake Tahoe ski resorts, Redwood Coast; PLUS: mild winters, multicultural population. ***Live and teach in the most diverse national, cultural and economic environments on earth.*** **Contact: Cynthia Leahy, 155 Washington Blvd., Fremont, CA 94539 or FAX (510) 490-0827.**

Marin Montessori School in Corte Madera, is seeking one AMI primary guide for September, 1997. One of our founding members, Margy Sheehy, has decided after thirty years of teaching, that it's time to explore wider horizons. We welcome applicants who would like to join a team of experienced, committed, professional staff. Well established, the school is currently in its 33rd year. We strive to offer the best in AMI Montessori education for 200 children ages 2 through 12. Our facilities are fully equipped and beautifully located directly on the San Francisco Bay, just north of the Golden Gate Bridge. Competitive salary dependent upon experience, excellent benefits. Please send resume and a hand written letter to: **Jules Layman, Administrator,** Marin Montessori School, P.O. Box 736, Corte Madera, CA 94976. Phone 415/924-5388.

New World Montessori School is seeking directress for Infant/Toddler and Primary class for fall 1997 and Elementary (6-9) position for fall 1998. Send resume to or call: Yasmeen Chunara 10520 Regent Street, Los Angeles, CA 90034 (310) 838-4044 (day) Fax and evening number (818) 366-8008.

Montessori Learning Center is accepting applications for primary and elementary guides. Our school has provided an excellent Montessori program in the Salinas Valley area for over twenty years. Opportunities for summer employment are also available. Located in the heart of Steinbeck Country, the school is a short distance from the beautiful Monterey Peninsula and the quaint town of Carmel. Please send resumes to P.O. Box 2051, Salinas, CA 93902 or call 408/455-1546. Fax # 408/455-9628.

AMI Primary tchr SEPT '97. ST. HELENA MONTESSORI SCHOOL, small, Catholic, Montess. sch, serving ages 3-12 in Napa Vly wine country nr. San Francisco, Berkeley, mountains & seashore; founded 1981, well-established, stable enrollment, supportive parents, AMI-trnd. admin & staff, competitive salary/benefits. Pls. send resume & refs: 1328 Spring St., St. Helena, CA 94574; FAX 707-963-1574.

COLORADO

Boulder, Colorado's Public Montessori School is continuing to expand and is seeking one additional lower elementary teacher for the 97-98 school year. AMI or AMS certification is required as well as a willingness to work towards Colorado state certification. For information call Marlene Skovsted at 303-447-5407. Apply BVSD, 6500 Arapahoe, PO Box 9011, Bldr., CO 80301; 303-447-5031.

The MONTESSORI SCHOOL OF LAKEWOOD has an opening for an elementary teacher beginning summer or fall of 1997. For more information please call (303) 232-7030 or send a resume to 5925 W. 1st Ave., Lakewood, CO 80226.

CONNECTICUT

Montessori Discovery School is seeking a Montessori-trained teacher for an established 3-6 class. Join us as we implement a full day Montessori program in our 3-6 classrooms. We are a small school, located in a newly renovated barn, with 3-6 and 6-9 classes. Our farm setting

lends itself to gardening and the care of small animals. We value enthusiasm, commitment and interest in personal development. Norwich is 1½ hours from Boston yet still retains its country atmosphere. Resumes to Patrice Champagne, Head of School, 218 Dudley Street, Norwich, CT 06360; 860-889-5878, fax 860-886-0452.

DISTRICT OF COLUMBIA

The Washington Montessori Institute needs a Course assistant for the academic year Primary Training Course for 1997-98. This is an opportunity for a renewal of theory and practice and offers the experience of supporting the functioning of a course designed to prepare adults for the great work of assisting children in their growth. Responsibilities include organizational tasks, reading students' work and assisting during practical sessions. Requirements are an AMI primary diploma, significant experience directing a classroom and familiarity with Microsoft Word and Access. Send resume to WMI, 2119 "S" Street NW, Washington, DC, FAX 202-332-6345.

FLORIDA

PALM HARBOR MONTESSORI ACADEMY is seeking qualified individuals to **TEACH** and **DIRECT** in our expanding school. Join a team of serious educators. Our school, in it's 14th year, wants dedicated teachers with a strong sense of the "whole child" and the Montessori way. We are adding classrooms for the 1997-1998 school year. Positions open for the 1997-1998 school year, with a competitive salary are: Toddler, Preprimary 3-6, Elementary 6-9, 9-12, Middle school, will sponsor training. Our school is situated on the west coast of Florida just one mile from the Gulf of Mexico. The area has beautiful beaches, lots of sunshine and is very clean. Housing is reasonable and available. You'll get lots of support in our small community. Clearwater, Tampa, St. Petersburg and Tarpon Springs are very close by. There is a variety of activities to choose from, i.e. the sponge docks, beaches, museums, arts and cultural centers.

Please send your resume to Catherine Varkas, Principal, at the Palm Harbor Montessori Academy, 2313 Nebraska Avenue, Palm Harbor, FL 34683. Phone 813/786-1854.

MONTESSORI COUNTRY DAY SCHOOL is looking for an AMI certified elementary teacher for the 97-98 school year. Supportive parents and staff. Beautiful grounds, gardens, and farm animals. Minutes from beautiful beaches in a lively city! Please contact Polly Nelson, Directress, 5705 Interbay Blvd., Tampa, FL (813)831-4378(school), (813)251-9243(home).

MARYLAND

Bowie Montessori Learning Center, an AMI school established in 1992, seeks an AMI Assistant to Infancy Directress for the 1997-98 academic year. The position requires a nurturing, energetic AMI dedicated person who has a strong foundation in Montessori theory, and strong inter-personal communication skills with an ability to work well with parents. Bowie Montessori Learning Center presently has one primary class and one elementary class. We are located conveniently to Washington, D.C., Baltimore, and Annapolis, Maryland. There are plans in progress for the construction of our own building this year. As a new school, we are in a period of growth and expansion. The school is governed by a Board of Directors that is composed of the Educational Director/Elementary Directress and the Business Manager. Salary is commensurate with experience and education. Please send resume to: Bowie Montessori Learning Center, 3501 Moylan Drive, Suite 15, Bowie, MD 20715, or call (301)-464-4506.

Seeking qualified AMI or AMS directresses or directors for primary and elementary classrooms for future needs. Competitive salary, fringe benefit package. Thirty-four year old non-profit school; 325 students; on-site Training Center; AMS accredited. Reply to: Administrator, The Montessori School, 10807 Tony Drive, Lutherville, MD 21093. EOE.

Christian Family Montessori School is looking for a certified Montessori Elementary teacher for September 1997. Friendly and loving atmosphere. Salary: $21,000-$25,000 (depending on experience). Time: 8:15-3 pm, Monday-Friday. Class size: 17-22 children. Please contact Heinz Bondy, (301)927-7122, home (301)493-5582, Christian Family Montessori School, 3628 Rhode Island Avenue, Mt. Rainier, MD 20712.

MASSACHUSETTS

Exceptional Montessorians Wanted! Pincushion Hill Montessori School, located in a rural setting just minutes from Boston, is seeking exceptional Montessorians for our expanding Children's House and Elementary programs. This is our 34th year of providing traditional Montessori education in a caring, nurturing environment. Classrooms are immaculate and well apportioned with a wealth of materials. The school has a strong, community based structure with a supportive administration. Salaries are competitive for the area. If interested, please contact: **Christine Kovago, Director, Pincushion Hill Montessori School, 30 Green Street, Ashland, MA 01721, 508/881-2123, fax 508/881-8004, email Notsoga@aol.com.**

The Summit Montessori School in Framingham, MA seeks full and part-time Montessori teachers for levels 6-9 and 9-12 for the school year 1997-1998.

Operating as an independent, non-profit Montessori elementary school, the mission of the School is to invest in effective and committed Montessori teachers in order to ensure academic excellence, continuity of long term relationships, and institutional stability.

The Summit Montessori School is listed on the National Registry of Historic Places and was designed by the renowned architect Alexander Rice Esty. The building is reminiscent of the early Montessori "children houses" in Europe. Only minutes away from the Mass Pike and Route 9 and only 15 miles West of Boston, the School is centrally located.

TOO LATE TO CLASSIFY

THE POST OAK SCHOOL in Houston, Texas is seeking an AMI primary teacher for the 1997-1998 school year. The Post Oak School, celebrating its 33rd year, has long been considered one of the premier Montessori communities in the Southwest. The school is located in a quiet residential area close to Rice University, the Museum district, the world-renowned Texas Medical Center, and a thriving, vibrant cultural arts community. The enrollment is 310 children from 14 months to 14 years. Our faculty/staff community is experienced, dedicated, and multi-talented. We offer highly competitive salaries, generous benefits, opportunities for continuing education and a sabbatical fund. Please mail or fax a letter of application and resume to: John Long, The Post Oak School, 4600 Bissonnet, Bellaire, TX 77401-3099, 713/661-5989 (fax). The Post Oak School is an equal opportunity employer.

Contact Mary B. Zocchi, Principal, The Summit Montessori School, 283 Pleasant Street, Framingham, MA 01701 (Fax: 508/872-3314).

BOSTON: Thacher Montessori School in Milton, Massachusetts is seeking an AMI/AMS Junior I (6-9) teacher for September 1997. The diverse school population numbers just over 200. Our beautiful building sits on 3 acres and was custom built for Montessori. Our classrooms are spacious and fully equipped. While residential, Milton is just 6 miles from downtown Boston with all the benefits of the city. Competitive salary, excellent benefits. Apply by sending your resume to Maureen Coughlan, 1425 Blue Hill Avenue, Milton, MA 02186 or by calling 617-361-2522.

BOSTON: Thacher Montessori School in Milton, Massachusetts is seeking a full/part-time Assistant Head. This person must be a trained Montessori teacher (preferable AMI primary 3-6) and have a sound knowledge of Montessori philosophy. The job description includes work with parents, children, and teachers. Experience in administration and computer knowledge a plus. Competitive salary and excellent benefits. Interested applicants please send resume to Maureen Coughlan, 1425 Blue Hill Avenue, Milton, MA 02186 or call 617-361-2522.

The Montessori School of Northampton is seeking experienced, Montessori-trained teachers for our 3-6, 6-9, and 9-12 classes. We are expanding both our Preschool and Elementary levels for the fall of 1997. We are looking for candidates with experience in the classroom, strong interpersonal skills and a sense of humor! We offer a supportive Head, Board & Staff, competitive salaries, and good benefits. The Montessori School of Northampton is located in the heart of Western Mass. Close access to the Berkshires, Boston, and New York City, as well as the beautiful Vermont hills, makes us an ideal location. Please address your resume to: Susan Swift, The Montessori School of Northampton, 51 Bates Street, Northampton, MA 01060, 413/586-4538.

MICHIGAN

Primary & Elementary Teachers needed in September '97 for an Extended Day and 6-9 classroom. Classrooms are established and have an assistant. Excellent pay, full medical & dental benefits with opportunities for responsibilities/advancement. Mail handwritten cover letter, resume with references to: Maria Montessori Ctr., 32450 W. 13 Mile, Farmington Hills, MI 48334 and call collect after 7 PM EST at 810/362-2442

MINNESOTA

Oak Hill Montessori School, in its 32nd year, is seeking an A.M.I. trained elementary teacher for Fall 1997 to co-teach in our Elementary I classroom, and then take on the founding of our Elementary II as we grow this program through carefully planned expansion.

Oak Hill has a rich and long history in our Twin Cities north suburban community. We are excited to have built a new school (17,000 sq. ft.) which houses an infant community (beginning Fall 1997), three children's houses, an all day Montessori program, and our elementary program, which currently enrolls 25 children. Elementary began in Fall 1995 with 13 students, each year we add 10 students. We expect next year's enrollment to be 35 students. By Fall 1998, we will begin our Elementary II program, as our founding students grow into this level.

If you are interested in learning more about our school and this position, please contact Patricia Bachmeier, principal and elementary teacher or Meg Angevine, administrator at 612/484-8242 or write to us at 4665 Hodgson Road, Shoreview, MN 55126.

MISSOURI

WANTED - School Year 1997-98: DEGREED & CERTIFIED PRIMARY MONTESSORI TEACHERS. Our school is 15 years old. We offer Primary and Elementary (ages 2-12). We are located in the suburbs of St. Louis. Please send resume and references to: Des Peres Montessori, P.O. Box 31084, St. Louis, MO 63131.

NEVADA

AMI primary teaching position available. Please send resume and credentials to S. Honest, 5566 Oxbow, Las Vegas, NV 89119.

NEW JERSEY

Elementary Guide. Come join our dedicated supportive faculty. Spacious well equipped classrooms. Lovely country setting located 1 hour from Jersey seashore and within easy commute to Philadelphia with its fine educational, cultural and entertainment offerings. Salary commensurate with experience. Class includes 6 to 12 years, this position will allow us to divide the group 6 to 9 and 9 to 12 years. AMI school established in 1965. Contact: Ellen Fox, Montessori Academy of New Jersey, 28 Conrow Rd., Delran, NJ 08075, 609/461-2121.

NEW YORK

33 year established growing school seeking a trained 0-3 teacher to start a new class. In addition, we are looking for an AMI certified primary and/or elementary teacher and a qualified administrator/teacher to take over our 12-14 program. Immediate VISA available. Fully equipped Nienhuis and hand made materials. Attractive salary, fringe benefits. Located on Long Island, less than 1 hour from Times Square, NYC. Contact Carolyn Larcy, Maria Montessori School, P.O. Box 276, Massapequa, NY 11758, area code 516/520-0301.

Webster Montessori School is accepting applications for AMI Certified Directresses with Primary and/or Elementary training, due to planned expansion. Our school is situated on a beautiful 8-acre park in a suburb of Rochester, New York on the shores of Lake Ontario . . . a non-profit AMI school for 30 years, warm atmosphere, multicultural children and excellent parent support. Send resume and letter to Pamela Turan, Webster Montessori School, 985 Ebner Drive, Webster, New York 14580 (716/872-2990).

NORTH CAROLINA

The Montessori School of Raleigh has two exciting professional opportunities available; one in the fall of 1997 for a Primary Director/Directress and the other in the fall of 1998 as Elementary Co-Director/Directress.

Located on an attractive 10-acre campus in suburban North Raleigh, MSR is in its 24th year. As a result of both a quality program and talented staff, student retention has increased to over 90%, resulting in growth of 39% in the last four years (from 232 students to 323 this fall). This growth has provided for major improvements to the entire campus, including completely renovated or new classroom environments, a 10,000 square foot Activity Center, and expanded support for faculty. The future growth of the school in response to the commitment of the parent community will be 30% in the next five years (from 323 to 420), growth that will include a model Middle School (Grades 7-9, Ages 12-15) on a separate rural site. With a compelling Long Range Plan, strong Board leadership, and stable educational management in place, this is a particularly exciting time in the life of the School.

A civic-minded, family-oriented community, Raleigh has been named "Best Place to Live" (*Money* magazine) and "Best Place to Do Busi-

ness" (*Fortune*) within the last two years. Raleigh is a center for both higher education and technology, but is an affordable and friendly place to live.

In each of the positions, first consideration will be given to experienced Montessorians devoted to children in the developmental plane for which they are certified. However, gifted young Directors/resses who have shown particular talent in their practical training will be considered. Compensation for each of these full-time, 9-month (academic year) professional opportunities is competitive on the NAIS scale and will reflect experience and strength of credentials. Benefits include TIAA-CREF retirement and a comprehensive medical plan. MSR is an Equal Opportunity Employer.

In both positions the right candidate will have an unusual professional opportunity to work with colleagues to craft the strongest possible learning environment. The successful elementary candidate must thrive on collaboration as well as autonomy, teamwork as well as leadership. S/he must also strongly support the Co-Director/ress model which has been implemented at MSR across the Elementary curriculum.

If you are interested in this professional opportunity, the Montessori School of Raleigh invites you to find out more about us and the positions we have available. Please contact the school by May 15, 1997, at the latest. Interested candidates should forward a resume or curriculum vitae, three current professional references, and a letter of intent addressing their appropriateness (background, training, experience, interests) for the position to Mark Fish, Executive Director, The Montessori School of Raleigh, 7005 Lead Mine Road, Raleigh, North Carolina, 27615 or fax to 919-848-9611.

Children's House Directress/Director (Ages 3-6) for August 1997

The Montessori School of Raleigh seeks an experienced **Primary** (Ages 3-6) Director/Directress for **August, 1997** to take leadership of a successful, established Primary class of 25 children.

One of seven such Children's House environments, this class is housed in newly-built space designed by the staff for the children. The Children's House Director/Directress is a guide who helps direct the children's activities academically, emotionally, and physically in a prepared Montessori environment that challenges each child to reach his or her fullest potential in each developmental area, in accordance with Montessori philosophy.

By May 15, 1997, at the latest, interested candidates should forward a resume or curriculum vitae, three current professional references, and a letter of intent addressing their appropriateness (background, training, experience, and interests) for the position to Mark Fish, Executive Director, The Montessori School of Raleigh, 7005 Lead Mine Road, Raleigh, North Carolina 27615 or fax to 919-848-9611.

Elementary Co-Director/Co-Directress (Ages 6-12) for August 1998

The Montessori School of Raleigh seeks an experienced **Elementary** (Ages 6-12, Grades 1-6) Co-Director/Co-Directress for the **August, 1998** school year.

The successful candidate will embrace the team teaching approach and possess the communication skills necessary to create an effective partnership. Elementary certification (6-12) is required, and a strong science background as well as experience with and knowledge of the issues surrounding transition to middle school would be a decided plus.

By October 1, 1997, at the latest, interested candidates should forward a resume or curriculum vitae, three current professional references, and a letter of intent addressing their appropriateness (background, training, experience, and interests) for the position to Mark Fish, Executive Director, The Montessori School of Raleigh, 7005 Lead Mine Road, Raleigh, North Carolina 27615 or fax to 919-848-9611.

Seeking teacher for 6-9 or 9-12 classroom in young, energetic 3-12 Montessori based school. Unique opportunity for enthusiastic person with vision. Will co-teach, share facility and materials with 6-9 or 9-12 class. We are community oriented with high degree of parent support. Located in beautiful Western North Carolina mountains. Send resume and letter of intent to: Connie Sedberry, Search Committee, Spruce Pine Montessori School, 412 Walnut Ave, Spruce Pine, NC 28777.

PENNSYLVANIA

Erie Day School, a private independent school in northwestern Pennsylvania, seeks an experienced directress for its 1997-98 Montessori primary (3-6) classroom. This fully accredited early childhood program has been a very successful part of Erie Day School's traditional elementary education offerings for the past twelve years. Salary commensurate with experience, benefits include medical and dental for employee. Qualified applicants should send their resume to: Headmaster, Erie Day School, 1372 W. Sixth Street, Erie, Pennsylvania 16505.

SOUTH CAROLINA

Montessori trained elementary teacher needed for 1997-98 school year (August, 1997). Long term career opportunity. Join experienced staff in a school started in 1970; 3 primary, 2 elementary classes. Come to Greenville, SC, a beautiful community located in the foothills of the Blue Ridge Mountains. School independently owned and administered. Health insurance paid. Salary negotiable. For more information call collect (864) 232-3447, or (864) 235-5700. Write Norma Bylenga, 305 Pelham Road, Greenville, SC 29615.

TEXAS

Austin Montessori School is accepting applications for an AMI trained guide to assume responsibility for a well established primary class. With four primary classes, three lower elementary, two upper elementary, and a middle school, our school is the major force in alternative education in Austin. Founded in 1967 by Donna Bryant Goertz (AMI, Bergamo), Austin Montessori School has been recognized for its excellence both here and abroad. Montessori schools, public school and universities regularly send observers into our classrooms. Located in the hill country region of central Texas, Austin boasts a highly literate populace that supports recycling, a clean environment, organic/natural food stores, and numerous vegetarian restaurants. From the hike and bike trail on Town Lake to the music and noise of Sixth Street, Austin is a vibrant, clean and strikingly pretty city surrounded by lakes, hills, live oaks and evergreens. Its progressive populace and temperate climate make it the ideal location for the dissemination and cultivation of Montessori values and ideals. Austin Montessori School's exceptionally low teacher turnover, classroom and curriculum assistants, positive administrative support and competitive salaries make it a distinctive and desired workplace. Life insurance and full employee medical coverage. Retirement benefits after three years. Send resume and personal letter: Austin Montessori School, 5014 Sunset Trail, Austin, TX 78745 - Telephone (512) 892-0253.

For 18 years our small, non-profit Montessori school has educated a diverse student body from primarily low-income families. The heart of the school campus is a grassy playfield and community garden, surrounded by seven houses that have been converted into classrooms and a library. Staff find fulfillment in working with responsive children, interested parents, and idealistic colleagues. School year August-May. **Currently seeking a Lower Elementary Guide**

(6-9 years old) to work with children coming from our Primary environments. Almost all of the children have been in our Montessori program since the age of 3. **Send resume immediately to:** P.O. Box 181136, Dallas, Texas 75218 Attn: Assistant Director.

For 18 years our small, non-profit Montessori school has educated a diverse student body from primarily low-income families. The heart of the school campus is a grassy playfield and community garden, surrounded by seven houses that have been converted into classrooms and a library. Staff find fulfillment in working with responsive children, interested parents, and idealistic colleagues.

Infant/Toddler Community-13 months to 3 years; **Primary**-3 to 6 years-**Lower Elementary**-6 to 9 years.

School year from August-May, but resumes accepted year-round at: P.O. Box 181136, Dallas, Texas 75218, Attn: Assistant Director.

Director AMS affiliated school, 220 students toddlers to grade 6. Teaching experience, strong administrative abilities required. Pines Montessori School, PO Box 6606, Kingwood TX 77325.

ST. CATHERINE'S MONTESSORI is a private, non-profit school celebrating its 31st year. Our director is AMI-certified. We are affiliated with the Catholic School District of the Galveston-Houston Diocese, recognized by the Texas Education Agency, and associated with AMI-USA. As our school population continues to grow (currently 191 students), we seek teachers at the following levels:

Elementary & Primary: Undergraduate degree, AMI certification and two years of teaching experience required. Middle School: K-8 teaching certificate required, or 24 undergraduate or graduate semester credits in a field of study. Elementary Montessori training/AMI certification preferred.

St. Catherine's Montessori is one of Houston's most respected private schools. Diverse religious and cultural backgrounds are represented in the student body. Campus includes 22,000 square foot, castle-shaped building and three acres of enhanced playground space, with ballfields, a track and nature areas for the study of plant and animal life. St. Catherine's is located near Hermann Park & Zoo, the Texas Medical Center, Rice University and the Museum District.

Interested candidates for these positions are invited to send letter and resume, or call: St. Catherine's Montessori, P.O. Box 20728, Houston, Texas 77225-0728; Attn: Theresa Rourke, Administrator; Tel. 713/665-2195.

VERMONT

Experienced AMI Primary Directress needed for new school. Must be enthusiastic, highly motivated and a self-starter. Come and experience the beauty of the Green Mountains in Southwestern Vermont. Please send resumé to R. Harland, PO Box 1182, Manchester Center, VT 05255-1182.

WISCONSIN

1997-98

Milwaukee Montessori School, Wisconsin's oldest and largest independent Montessori school serving 220 children age 2-14, seeks an AMI elementary certified director/ess to guide an established class of 20-25 children, age 6-9 beginning August 1997. Person will work in conjunction with specialty guides in foreign language, music, fine & performing arts, technology, library science & physical education. Starting base salary is $22,500/yr. (for a first year teacher, higher for those with previous experience); health, dental and long/short term disability; IRA program; generous tuition discounts and annual professional development funds. 188 day annual calendar includes: 175 instructional days, 4 organizational days, 4 parent-director/ess conference days & 5 professional development days. Additional program areas include before and after school child care (6:45 am-6:15 pm daily), vacation care and 9 week, community-based summer camp. Beautiful historic campus with fully equipped Montessori classrooms, 300 seat music hall, gymnasium and landscaped outdoor grounds. Relocating to newly purchased facility in summer 1998.

1998-1999

After 16 years of operating in 2 separate locations, MMS has purchased a new facility and will be relocating all programs in June 1998. Capital campaign to raise $1-$2 million in renovation funds is currently underway. 5 acre site features a 58,000 sf existing building (3 levels), 2.5 acre greenspace and parking. Walking distance to zoo and city parks. 10 minutes from downtown. Architects from CA selected to design interior/exterior spaces that fully express/facilitate the Montessori methodology. Staff directly involved in articulating their wants/needs in new site to design team. Renovation to begin March 1998. Target enrollment of 340 by 2000-2001.

Seeking AMI certified persons to guide 1 new primary (age 3-6) and 1-2 new lower elementary (age 6-9) classrooms beginning fall 1998. Class sizes of 18-25 children include a director/ess and an assistant (primary only). Ideal assistant candidates will possess 2 year early childhood degree plus experience working in a quality educational setting. Interviews starting now through March 1998 until positions are filled. Students completing AMI certification in summer 1998 are encouraged to respond now. Send cover letter & resume to: Milwaukee Montessori School, 4610 W. State Street, Milwaukee, WI 53208, Attn: S. Backus & M. Kenngott or email: kenngott@execpc.com (414)-259-0370, Fax: (414)-259-0427.

CANADA

Experienced teacher with AMI elementary diploma required for a lower elementary classroom. Submit resume and references with application to: Montessori Children's Academy, 665 Kingsway Avenue S.E., Medicine Hat, Alberta, Canada, T1A 2W8.

ENGLAND

Two Vacancies: (1) Teacher for 7 children ages 16 months-2½ years, assisted by a nursery nurse. 35 hours per week, 48 weeks/year. Four week closure period + 20 days leave = 8 weeks total paid vacation. Salary £11-12,000. Responsible for day to day environmental planning. Prefer minimum two years experience, but enthusiasm may count towards this!! Start Monday August 11, 1997 for minimum two-year term.

(2) One elementary teacher for 11-13 children ages 5-7. Position includes curriculum planning,

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AMI Affiliated

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